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ABSTRACT

A nine-year profile is presented of the characteristics of certified public school employees in North Carolina between 1978-79 and 1986-87. Certified employees are grouped into functional areas based upon each person's primary work assignment. The functional areas include: (1) teachers; (2) principals; (3) assistant principals; (4) central office administrators and subject and support area specialists; (5) librarians; (6) guidance counselors; and (7) other certified personnel. Important characteristics such as average age and experience levels, racial and sexual composition, and college degree levels are listed. In addition to reporting the yearly status of current employees by functional areas, information is also reported on personnel who left or entered employment in the various functional areas. Information concerning the distribution of employees by experience level is reported for each category of certified personnel. (JD)

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**AVERAGE YEARS OF EXPERIENCE
OF ASSISTANT PRINCIPALS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 25.9 | 23.2 | 26.4 | 19.2 | 23.9 | 24.3 | 26.4 | 26.0 |
| Black | | | | | | | | |
| Females | 35.0 | 20.6 | 22.0 | 33.0 | 27.4 | 28.2 | 27.3 | 26.2 |
| White | | | | | | | | |
| Males | 15.3 | 16.4 | 19.5 | 17.0 | 18.7 | 14.4 | 19.2 | 17.7 |
| White | | | | | | | | |
| Females | 16.6 | 13.7 | 13.1 | 13.4 | 23.3 | 15.3 | 17.7 | 16.3 |
| Indian | | | | | | | | |
| Males | 30.0 | 31.0 | 8.0 | - | 24.5 | - | - | 11.0 |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 20.0 | - | - |
| Other | | | | | | | | |
| Males | 9.0 | - | - | - | 30.0 | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 19.5 | 18.6 | 20.4 | 17.3 | 22.6 | 17.9 | 20.7 | 19.5 |

INTRODUCTION

This report provides a nine-year profile of the characteristics of certified public school employees between 1978-79 and 1986-87. Certified employees are grouped into functional areas such as teachers, principals, guidance counselors, etc., based on each person's primary work assignment. Important characteristics such as average age and experience levels, racial and sexual composition, and college degree levels were tracked across time. This report provides both an historical view of staffing patterns and an indication of significant trends. In addition to reporting the yearly status of current employees by functional area, information also is reported on personnel who left or entered employment in the various functional areas. Information concerning the distribution of employees by experience level is reported for each category of certified personnel.

The data used to develop this report were obtained primarily from the yearly Professional Personnel Activity Reports (PPAR) and the Teacher Certification File. Professional Personnel Activity Reports are filed yearly during late September and early October by all certified public school employees except superintendents, associate superintendents and assistant superintendents. Because PPARs are only collected once during each year, they provide a picture of what the certified staff looks like at a particular point in time. The Professional Personnel Activity Report is the only comprehensive source of information available for certified school employees which indicates what people do and the amount of time they spend on various assignments.

In developing this report, certified persons were classified according to their primary area of assignment. For example, persons spending 75 percent of their time as teachers and 25 percent of their time as librarians were classified as teachers. It should also be noted that the term "years of experience" refers to the total number of years of experience credit a person has accumulated, not the number of years of experience a person has in a particular assignment area.

TEACHERS

TEACHERS

Characteristics of Teachers

The average age of teachers has risen steadily since 1978-79, increasing from 37.7 to 40.3 in 1986-87. During the same period, the average years of experience has increased slightly. In 1978-79, the average experience level was 12.6, whereas the average in 1986-87 was 13.1. The racial mix of the teaching staff shows a significant trend. The percentage of Blacks in the teaching staff dropped from 21.2 percent in 1978-79 to 18.6 percent in 1986-87. Black females dropped from 16.9 percent in 1978-79 to 15.2 percent in 1986-87. The drop among Black males was even more pronounced, declining from 4.3 percent of the teaching staff in 1978-79 to 3.4 percent in 1986-87. White males have also declined slightly from 16.7 percent of the teaching staff in 1978-79 to 16.3 percent in 1986-87. The percentage of Indians in the teaching staff has remained constant at 0.9 percent. The only category showing an increase is White females. Between 1978-79 and 1986-87, their percentage of the total teaching staff increased from 60.9 percent to 63.9 percent. In 1978-79, males made up 21.3 percent of the teaching staff and females made up 78.7 percent. By 1986-87, males made up 20.0 percent and females 80.0 percent of the teaching staff. The percentage of teachers holding a bachelors degree or less has declined since 1978-79, while the percentage holding the masters degree, sixth-year certificate, or doctorate has increased. In 1978-79, the highest degree held by 76.1 percent of the teaching staff was a bachelors degree or less and 23.9 percent of the teachers had a masters, sixth year certificate, or doctorate degree. By 1986-87, the percent of teachers whose highest degree was a bachelors degree or less had declined to 70.9 percent and teachers with advanced degrees had increased to 29.2 percent of the teaching staff.

Characteristics of Teachers Leaving the Profession

The average age of teachers leaving teaching is increasing. In 1978-79, the average age of a teacher leaving was 36.4. By 1985-86, it had increased to 40.5. The average years of experience of teachers leaving also increased from 10.5 in 1978-79 to 12.5 in 1985-86. Among teachers leaving, the percentage of Black males and Black females increased between 1978-79 and 1985-86. Between 1978-79 and 1985-86, the percentage of Black teachers leaving increased from 14.8 percent to 16.2 percent of the teachers leaving. The percentage of Indians leaving remained relatively constant at less than 1 percent, although there were fluctuations among years and between male and female Indians. During the same period, the percentage of White teachers leaving decreased from 84.0 to 82.4 percent of the teachers leaving. From 1978-79 to 1985-86 the percent of males leaving dropped from 20.0 to 18.8 percent of the teachers leaving and the percent of females leaving increased from 80.0 percent to 81.2 percent of the teachers leaving.

Characteristics of Newly Employed Teachers

The average age of newly employed teachers increased from 30.8 in 1979-80 to 33.9 in 1986-87. During the same eight-year period the average years of experience of newly employed teachers varied from year-to-year, with the experience level averaging about 4.9 years. The racial mix of newly employed teachers has changed. In 1979-80, 13.7 percent of the newly employed teachers were Black and 85.3 percent were White. In 1986-87, 12.2 percent of newly employed teachers were Black and 86.8 percent were White. The percent of newly hired Indian teachers has remained relatively constant, ranging from 0.6 to 0.8 of one percent of the new teachers. The male-female mix of new teachers varies from year-to-year and does not show a clear trend. Males made up from 17.2 to 21.0 percent of the newly employed teachers, while females ranged from 79.0 to 82.8 percent of the new hires.

**AVERAGE AGE OF
TEACHING STAFF BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 40.7 | 40.9 | 41.5 | 42.0 | 42.4 | 42.7 | 43.1 | 42.8 | 42.6 |
| Black | | | | | | | | | |
| Females | 41.0 | 41.1 | 41.4 | 41.9 | 42.2 | 42.5 | 42.8 | 42.5 | 42.4 |
| White | | | | | | | | | |
| Males | 36.6 | 36.9 | 37.5 | 38.2 | 38.7 | 39.1 | 39.5 | 39.8 | 40.1 |
| White | | | | | | | | | |
| Females | 36.9 | 37.0 | 37.5 | 38.1 | 38.6 | 39.0 | 39.3 | 39.3 | 39.7 |
| Indian | | | | | | | | | |
| Males | 41.2 | 41.3 | 43.1 | 42.0 | 42.0 | 42.6 | 43.0 | 43.3 | 43.3 |
| Indian | | | | | | | | | |
| Females | 38.0 | 37.9 | 38.3 | 38.9 | 39.3 | 39.9 | 40.2 | 40.1 | 40.3 |
| Other | | | | | | | | | |
| Males | 40.9 | 42.7 | 42.2 | 42.4 | 43.2 | 43.1 | 43.9 | 45.6 | 45.0 |
| Other | | | | | | | | | |
| Females | 37.5 | 38.3 | 39.2 | 38.9 | 40.1 | 40.7 | 40.7 | 41.3 | 41.7 |
| Yearly | | | | | | | | | |
| Average | 37.7 | 37.8 | 38.3 | 38.9 | 39.3 | 39.7 | 40.0 | 40.0 | 40.3 |

**AVERAGE YEARS OF EXPERIENCE
OF TEACHING STAFF BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 15.5 | 14.8 | 15.2 | 15.7 | 16.3 | 15.5 | 15.9 | 15.7 | 15.5 |
| Black | | | | | | | | | |
| Females | 16.3 | 15.5 | 15.7 | 16.2 | 16.5 | 15.7 | 16.0 | 16.1 | 16.3 |
| White | | | | | | | | | |
| Males | 11.7 | 11.1 | 11.6 | 12.3 | 12.8 | 12.2 | 12.6 | 12.8 | 13.1 |
| White | | | | | | | | | |
| Females | 11.5 | 10.8 | 11.1 | 11.7 | 12.2 | 11.5 | 11.7 | 11.8 | 12.1 |
| Indian | | | | | | | | | |
| Males | 16.4 | 15.5 | 17.0 | 16.6 | 16.4 | 15.7 | 15.7 | 16.5 | 16.7 |
| Indian | | | | | | | | | |
| Females | 13.6 | 12.7 | 13.1 | 13.4 | 14.0 | 13.1 | 13.4 | 13.5 | 13.6 |
| Other | | | | | | | | | |
| Males | 13.4 | 12.5 | 13.5 | 13.3 | 14.0 | 13.4 | 14.4 | 14.0 | 13.6 |
| Other | | | | | | | | | |
| Females | 10.8 | 10.6 | 11.0 | 10.9 | 13.0 | 11.7 | 11.5 | 12.0 | 12.0 |
| Yearly | | | | | | | | | |
| Average | 12.6 | 11.8 | 12.2 | 12.7 | 13.2 | 12.5 | 12.7 | 12.8 | 13.1 |

RACIAL AND SEXUAL COMPOSITION OF TEACHING STAFF

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 4.3% | 4.1% | 4.1% | 3.9% | 3.9% | 3.7% | 3.5% | 3.5% | 3.4% |
| Females | <u>16.9</u> | <u>16.7</u> | <u>15.7</u> | <u>16.6</u> | <u>16.6</u> | <u>16.5</u> | <u>16.0</u> | <u>15.5</u> | <u>15.2</u> |
| Total Black | 21.2 | 20.8 | 20.8 | 20.5 | 20.5 | 20.2 | 19.5 | 19.0 | 18.6 |
| White | | | | | | | | | |
| Males | 16.7 | 16.4 | 16.2 | 16.3 | 16.4 | 16.4 | 16.0 | 16.2 | 16.3 |
| Females | <u>60.9</u> | <u>61.6</u> | <u>61.8</u> | <u>62.0</u> | <u>61.9</u> | <u>62.2</u> | <u>63.3</u> | <u>63.6</u> | <u>63.9</u> |
| Total White | 77.6 | 78.0 | 78.0 | 78.3 | 78.3 | 78.6 | 79.3 | 79.8 | 80.2 |
| Indian | | | | | | | | | |
| Males | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 | .2 |
| Females | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> |
| Total Indian | .9 | .9 | .9 | .9 | .9 | .9 | .9 | .9 | .9 |
| Other | | | | | | | | | |
| Males | .1 | .1 | .1 | .1 | .1 | .1 | .1 | .1 | .1 |
| Females | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> |
| Total Other | .3 | .3 | .3 | .3 | .3 | .3 | .3 | .3 | .3 |
| Total | | | | | | | | | |
| Males | 21.3 | 20.8 | 20.6 | 20.5 | 20.6 | 20.4 | 19.8 | 20.0 | 20.0 |
| Females | 78.7% | 79.2% | 79.4% | 79.5% | 79.4% | 79.6% | 80.2% | 80.0% | 80.0% |
| Total | | | | | | | | | |
| Number | 56309 | 57267 | 56808 | 55515 | 54754 | 54826 | 56040 | 57604 | 57935 |

HIGHEST DEGREE HELD BY TEACHING STAFF

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than | | | | | | | | | |
| Bachelors | 1.9% | 2.0% | 1.9% | 1.9% | 1.9% | 1.8% | 1.8% | 1.7% | 1.7% |
| Bachelors | 74.2 | 75.2 | 74.3 | 72.6 | 72.2 | 71.4 | 70.9 | 69.9 | 69.2 |
| Masters | 23.4 | 22.4 | 23.4 | 24.9 | 25.4 | 26.0 | 26.5 | 27.5 | 28.2 |
| Sixth | | | | | | | | | |
| Year | .4 | .3 | .3 | .5 | .4 | .5 | .6 | .7 | .8 |
| Doctorate | .1% | .1% | .1% | .1% | .1% | .2% | .2% | .2% | .2% |

**AVERAGE AGE
OF TEACHERS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 41.3 | 41.6 | 44.8 | 46.6 | 46.2 | 46.0 | 48.3 | 47.7 |
| Black | | | | | | | | |
| Females | 40.6 | 43.1 | 43.7 | 45.5 | 46.6 | 45.7 | 47.9 | 46.2 |
| White | | | | | | | | |
| Males | 35.9 | 36.6 | 37.4 | 39.1 | 40.3 | 38.8 | 41.0 | 41.0 |
| White | | | | | | | | |
| Females | 35.4 | 35.7 | 36.1 | 37.7 | 37.9 | 37.7 | 39.5 | 39.0 |
| Indian | | | | | | | | |
| Males | 48.5 | 39.3 | 54.6 | 45.2 | 45.7 | 51.0 | 48.0 | 47.9 |
| Indian | | | | | | | | |
| Females | 40.7 | 41.7 | 38.8 | 41.0 | 38.7 | 38.5 | 44.3 | 43.1 |
| Other | | | | | | | | |
| Males | 37.4 | 48.0 | 37.1 | 50.6 | 40.8 | 38.8 | 41.6 | 45.8 |
| Other | | | | | | | | |
| Females | 36.8 | 38.6 | 38.4 | 34.2 | 36.2 | 41.1 | 38.2 | 38.0 |
| Yearly | | | | | | | | |
| Average | 36.4 | 37.0 | 37.5 | 39.1 | 39.7 | 39.2 | 41.2 | 40.5 |

**AVERAGE YEARS OF EXPERIENCE
OF TEACHERS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 14.7 | 15.3 | 17.1 | 18.5 | 18.7 | 17.4 | 18.5 | 19.4 |
| Black | | | | | | | | |
| Females | 15.1 | 17.6 | 18.0 | 19.4 | 20.3 | 18.6 | 19.9 | 19.5 |
| White | | | | | | | | |
| Males | 9.5 | 9.6 | 10.4 | 11.7 | 12.8 | 10.7 | 12.3 | 11.9 |
| White | | | | | | | | |
| Females | 9.7 | 9.6 | 9.7 | 10.9 | 11.1 | 10.0 | 11.2 | 10.9 |
| Indian | | | | | | | | |
| Males | 22.9 | 14.1 | 23.9 | 19.5 | 20.3 | 25.0 | 16.9 | 20.7 |
| Indian | | | | | | | | |
| Females | 12.9 | 15.2 | 14.2 | 13.9 | 12.2 | 10.1 | 16.9 | 16.3 |
| Other | | | | | | | | |
| Males | 4.5 | 13.0 | 10.0 | 11.0 | 8.2 | 5.5 | 17.2 | 10.0 |
| Other | | | | | | | | |
| Females | 8.3 | 10.4 | 9.6 | 7.1 | 8.3 | 9.3 | 7.2 | 8.8 |
| Yearly Average | 10.5 | 10.8 | 11.1 | 12.2 | 12.8 | 11.5 | 12.8 | 12.5 |

RACIAL AND SEXUAL COMPOSITION OF TEACHING STAFF LEAVING

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 3.1% | 3.2% | 3.4% | 3.4% | 3.5% | 3.4% | 3.4% | 3.6% |
| Females | <u>11.7</u> | <u>12.0</u> | <u>12.0</u> | <u>11.4</u> | <u>13.1</u> | <u>12.5</u> | <u>13.4</u> | <u>12.6</u> |
| Total Black | 14.8 | 15.2 | 15.4 | 14.8 | 16.6 | 15.9 | 16.8 | 16.2 |
| White | | | | | | | | |
| Males | 16.5 | 14.8 | 14.7 | 14.5 | 14.8 | 18.2 | 15.4 | 15.0 |
| Females | <u>67.5</u> | <u>69.0</u> | <u>68.8</u> | <u>66.3</u> | <u>67.7</u> | <u>64.8</u> | <u>66.4</u> | <u>67.4</u> |
| Total White | 84.0 | 83.8 | 83.5 | 84.3 | 82.5 | 83.0 | 81.8 | 82.4 |
| Indian | | | | | | | | |
| Males | .3 | .2 | .2 | .2 | .2 | .1 | .3 | .1 |
| Females | <u>.5</u> | <u>.5</u> | <u>.5</u> | <u>.3</u> | <u>.4</u> | <u>.6</u> | <u>.5</u> | <u>.7</u> |
| Total Indian | .8 | .7 | .7 | .5 | .6 | .7 | .8 | .8 |
| Other | | | | | | | | |
| Males | .1 | .1 | .1 | .1 | .1 | .1 | .1 | .1 |
| Females | <u>.3</u> | <u>.2</u> | <u>.3</u> | <u>.3</u> | <u>.2</u> | <u>.3</u> | <u>.5</u> | <u>.5</u> |
| Total Other | .4 | .3 | .4 | .4 | .3 | .4 | .6 | .6 |
| Total | | | | | | | | |
| Males | 20.0 | 18.3 | 18.4 | 18.2 | 18.6 | 21.8 | 19.2 | 18.8 |
| Females | 80.0% | 81.7% | 81.6% | 81.8% | 81.4% | 78.2% | 80.8% | 81.2% |
| Total Number | 5431 | 5407 | 5118 | 4406 | 4145 | 3743 | 3978 | 4040 |

**AVERAGE AGE
OF NEWLY EMPLOYED TEACHERS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 32.7 | 32.5 | 34.5 | 34.7 | 36.7 | 35.8 | 34.5 | 35.2 |
| Black | | | | | | | | |
| Females | 31.2 | 31.7 | 33.2 | 32.6 | 33.5 | 33.3 | 33.5 | 34.8 |
| White | | | | | | | | |
| Males | 30.6 | 32.0 | 33.3 | 32.6 | 32.7 | 32.9 | 35.3 | 34.0 |
| White | | | | | | | | |
| Females | 30.7 | 31.4 | 32.1 | 31.9 | 32.7 | 32.7 | 33.2 | 33.8 |
| Indian | | | | | | | | |
| Males | 35.1 | 39.9 | 29.5 | 33.9 | 33.8 | 39.3 | 33.8 | 29.7 |
| Indian | | | | | | | | |
| Females | 29.5 | 34.4 | 32.4 | 30.2 | 35.5 | 31.3 | 31.0 | 34.8 |
| Other | | | | | | | | |
| Males | 48.6 | 30.7 | 37.6 | 35.0 | 31.4 | 36.3 | 46.8 | 34.3 |
| Other | | | | | | | | |
| Females | 35.0 | 34.3 | 34.4 | 34.3 | 34.2 | 36.1 | 35.8 | 34.0 |
| Yearly | | | | | | | | |
| Average | 30.8 | 31.6 | 32.5 | 32.2 | 32.9 | 32.9 | 33.7 | 33.9 |

**AVERAGE YEARS OF EXPERIENCE
OF NEWLY EMPLOYED TEACHERS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 5.6 | 5.1 | 8.2 | 7.5 | 7.4 | 5.9 | 5.5 | 5.3 |
| Black | | | | | | | | |
| Females | 5.1 | 5.8 | 7.1 | 6.4 | 5.6 | 5.0 | 4.8 | 5.6 |
| White | | | | | | | | |
| Males | 4.3 | 5.2 | 6.2 | 5.4 | 5.0 | 4.7 | 6.2 | 5.3 |
| White | | | | | | | | |
| Females | 4.4 | 4.7 | 5.6 | 5.1 | 4.4 | 4.1 | 4.4 | 4.7 |
| Indian | | | | | | | | |
| Males | 8.1 | 15.0 | 6.7 | 6.5 | 5.0 | 9.4 | 9.3 | 1.7 |
| Indian | | | | | | | | |
| Females | 3.8 | 7.6 | 4.7 | 5.7 | 4.3 | 1.9 | 4.5 | 3.5 |
| Other | | | | | | | | |
| Males | 5.6 | 10.3 | 8.0 | 5.2 | 2.8 | 7.2 | 10.9 | 2.6 |
| Other | | | | | | | | |
| Females | 6.6 | 5.6 | 5.5 | 5.3 | 4.7 | 4.8 | 5.7 | 2.2 |
| Yearly | | | | | | | | |
| Average | 4.5 | 5.0 | 5.9 | 5.3 | 4.7 | 4.3 | 4.8 | 4.9 |

RACIAL AND SEXUAL COMPOSITION OF NEWLY EMPLOYED TEACHERS

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 2.5% | 2.4% | 2.4% | 2.1% | 2.7% | 2.3% | 3.0% | 2.8% |
| Females | <u>11.2</u> | <u>10.6</u> | <u>9.7</u> | <u>9.9</u> | <u>11.2</u> | <u>7.9</u> | <u>9.2</u> | <u>9.4</u> |
| Total Black | 13.7 | 13.0 | 12.1 | 12.0 | 13.9 | 10.2 | 12.2 | 12.2 |
| White | | | | | | | | |
| Males | 15.1 | 14.6 | 16.2 | 16.8 | 15.1 | 15.0 | 17.7 | 16.9 |
| Females | <u>70.2</u> | <u>71.4</u> | <u>70.4</u> | <u>70.1</u> | <u>70.0</u> | <u>73.6</u> | <u>68.8</u> | <u>69.9</u> |
| Total White | 85.3 | 86.0 | 86.6 | 86.9 | 85.1 | 88.6 | 86.5 | 86.8 |
| Indian | | | | | | | | |
| Males | .1 | .1 | .1 | .2 | .1 | .1 | .1 | .1 |
| Females | <u>.5</u> | <u>.5</u> | <u>.7</u> | <u>.6</u> | <u>.6</u> | <u>.6</u> | <u>.6</u> | <u>.5</u> |
| Total Indian | .6 | .6 | .8 | .8 | .7 | .7 | .7 | .6 |
| Other | | | | | | | | |
| Males | .1 | .1 | .1 | .1 | .1 | .1 | .2 | .2 |
| Females | <u>.3</u> | <u>.3</u> | <u>.4</u> | <u>.2</u> | <u>.2</u> | <u>.4</u> | <u>.4</u> | <u>.2</u> |
| Total Other | .4 | .4 | .5 | .3 | .3 | .5 | .6 | .4 |
| Total | | | | | | | | |
| Males | 17.8 | 17.2 | 18.8 | 19.2 | 18.0 | 17.5 | 21.0 | 20.0 |
| Females | 82.2% | 82.8% | 81.2% | 80.8% | 82.0% | 82.5% | 79.0% | 80.0% |
| Total Number | 6831 | 5125 | 4002 | 3769 | 4484 | 5278 | 5708 | 4758 |

TEACHERS

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPERIENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent* | |
| 0 | 1678 | 86.10 | 243 | 12.47 | 26 | 1.44 | 1949 |
| 1 | 1726 | 84.98 | 278 | 13.69 | 27 | 1.33 | 2031 |
| 2 | 1905 | 87.07 | 259 | 11.84 | 24 | 1.10 | 2188 |
| 3 | 1785 | 85.53 | 275 | 13.18 | 27 | 1.29 | 2087 |
| 4 | 1471 | 85.92 | 223 | 13.03 | 18 | 1.05 | 1712 |
| 5 | 1485 | 86.29 | 224 | 13.02 | 12 | 0.70 | 1721 |
| 6 | 1831 | 84.73 | 311 | 14.39 | 19 | 0.88 | 2161 |
| 7 | 2129 | 85.57 | 335 | 13.46 | 2- | 0.96 | 2488 |
| 8 | 2159 | 84.47 | 362 | 14.16 | 35 | 1.37 | 2556 |
| 9 | 2153 | 82.43 | 436 | 16.69 | 23 | 0.88 | 2612 |
| 10 | 2254 | 80.50 | 518 | 18.50 | 28 | 1.00 | 2800 |
| 11 | 2264 | 83.11 | 432 | 15.86 | 28 | 1.03 | 2724 |
| 12 | 2358 | 81.56 | 506 | 17.50 | 27 | 0.93 | 2891 |
| 13 | 2296 | 84.82 | 379 | 14.00 | 32 | 1.18 | 2707 |
| 14 | 2181 | 84.70 | 363 | 14.10 | 31 | 1.20 | 2575 |
| 15 | 1968 | 82.83 | 387 | 16.29 | 21 | 0.88 | 2376 |
| 16 | 1865 | 84.31 | 327 | 14.78 | 20 | 0.90 | 2212 |
| 17 | 1739 | 85.58 | 276 | 13.58 | 17 | 0.84 | 2032 |
| 18 | 1506 | 82.93 | 291 | 16.02 | 19 | 1.05 | 1816 |
| 19 | 1286 | 78.94 | 323 | 19.83 | 20 | 1.23 | 1629 |
| 20 | 1171 | 75.89 | 350 | 22.68 | 22 | 1.43 | 1543 |
| 21 | 1001 | 74.59 | 324 | 24.14 | 17 | 1.27 | 1342 |
| 22 | 924 | 74.82 | 293 | 23.72 | 18 | 1.46 | 1235 |
| 23 | 814 | 69.45 | 341 | 29.10 | 17 | 1.45 | 1172 |
| 24 | 714 | 64.97 | 361 | 32.85 | 24 | 2.18 | 1099 |
| 25 | 613 | 62.35 | 345 | 35.10 | 25 | 2.54 | 983 |
| 26 | 611 | 68.19 | 271 | 30.25 | 14 | 1.56 | 896 |
| 27 | 534 | 63.20 | 296 | 35.03 | 15 | 1.78 | 845 |
| 28 | 464 | 62.12 | 272 | 36.41 | 11 | 1.47 | 747 |
| 29 | 409 | 63.12 | 229 | 35.34 | 10 | 1.54 | 648 |
| 30 | 251 | 55.04 | 198 | 43.42 | 7 | 1.54 | 456 |
| 31 | 196 | 54.60 | 159 | 44.29 | 4 | 1.11 | 359 |
| 32 | 191 | 58.59 | 131 | 40.18 | 4 | 1.23 | 326 |
| 33 | 130 | 54.17 | 107 | 44.58 | 3 | 1.25 | 240 |
| 34 | 112 | 57.14 | 83 | 42.35 | 1 | 0.51 | 196 |
| 35 | 72 | 45.28 | 86 | 54.09 | 1 | 0.63 | 159 |
| 36 | 62 | 50.41 | 60 | 48.78 | 1 | 0.81 | 123 |
| 37 | 56 | 51.38 | 53 | 48.62 | 0 | 0.00 | 109 |
| 38 | 33 | 55.97 | 26 | 44.07 | 0 | 0.00 | 59 |
| 39 | 26 | 57.78 | 19 | 42.22 | 0 | 0.00 | 45 |
| 40 | 23 | 69.70 | 10 | 30.30 | 0 | 0.00 | 33 |
| 41 | 12 | 54.55 | 10 | 45.45 | 0 | 0.00 | 22 |
| 42 | 7 | 58.33 | 5 | 41.67 | 0 | 0.00 | 12 |
| 43 | 2 | 28.57 | 5 | 71.43 | 0 | 0.00 | 7 |
| 44 | 4 | 66.67 | 2 | 33.33 | 0 | 0.00 | 6 |
| 45 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| 46 | 2 | 66.67 | 1 | 33.33 | 0 | 0.00 | 3 |
| 47 | 2 | 100.00 | 0 | 0.00 | 0 | 0.00 | 2 |
| GRAND TOTAL | 46476 | 80.22 | 10785 | 18.62 | 674 | 1.16 | 57935 |

PRINCIPALS

PRINCIPALS

Characteristics of Principals

The average age of principals increased from 46.2 to 47.0 between 1978-79 and 1986-87. During the same period, the average years of experience remained at 22.0. Between 1978-79 and 1986-87 the racial composition of principals shows an increase of 1.1 percent in the percentage of Black principals and a decrease of 1.4 percent in the percentage of White principals. Over the nine-year period, the percentage of Indian principals increased from 1.0 to 1.3 percent of the total. The sexual composition of persons in the principalship changed considerably between 1978-79 and 1986-87 with the percentage of females increasing from 11.5 percent to 20.6 percent and the percentage of males dropping from 88.5 percent to 79.4 percent. The highest degree held by principals has changed significantly. In 1978-79, 28.6 percent of the principals held either the sixth-year certificate or the doctorate degree. By 1986-87, 43.1 percent of the principals held either a sixth-year certificate or a doctorate degree.

Characteristics of Principals Leaving the Principalship

Between 1978-79 and 1985-86, the average age of persons leaving the principalship rose from 48.8 to 52.0 while the average years of experience increased from 23.3 to 26.3. During the same period, the percentage of Blacks leaving the principalship increased from 21.9 percent to 22.8 percent while the percentage of White principals leaving increased from 76.8 to 77.2 percent. No Indians left the principalship in 1985-86. The percentage of male principals leaving decreased from 85.8 percent to 83.0 percent while the percentage of females leaving the principalship rose from 14.2 to 17.0 percent during the eight-year period.

Characteristics of Newly Employed Principals

The average age of newly employed principals decreased from 43.1 in 1979-80 to 42.9 in 1986-87. During the same period, the average years of experience declined from 18.2 to 17.8. Of newly hired principals, the racial and sexual composition varied considerably from year-to-year. The percentage of new principals who were Black ranged from a high of 29 percent in 1980-81 to a low of 10.6 percent in 1981-82, with the average between 1979-80 and 1986-87 being about 19 percent. During the same period, the percentage of new principals who were White ranged from a high of 88.3 percent in 1981-82 to a low of 69.5 percent in 1980-81, with the average being about 80 percent. One of the most significant changes is in the sexual composition of newly employed principals. In 1978-79, 77.6 percent of the newly employed principals were male and 22.4 percent were female. By 1986-87, the percent of males hired as new principals had dropped to 57.8 percent and the percent of females had increased to 42.2 percent of the newly hired principals.

**AVERAGE AGE OF
PRINCIPALS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 49.7 | 49.6 | 49.3 | 49.6 | 49.8 | 49.3 | 49.5 | 49.7 | 48.6 |
| Black | | | | | | | | | |
| Females | 48.9 | 47.7 | 48.0 | 48.0 | 47.5 | 46.8 | 48.3 | 48.2 | 48.1 |
| White | | | | | | | | | |
| Males | 45.2 | 45.4 | 45.7 | 46.1 | 46.4 | 46.6 | 46.8 | 47.0 | 46.9 |
| White | | | | | | | | | |
| Females | 47.0 | 46.8 | 46.0 | 46.2 | 45.6 | 45.7 | 46.3 | 46.4 | 45.7 |
| Indian | | | | | | | | | |
| Males | 44.2 | 45.5 | 44.1 | 44.0 | 43.4 | 43.6 | 43.3 | 44.2 | 44.4 |
| Indian | | | | | | | | | |
| Females | 41.0 | 40.7 | 41.7 | 42.7 | 43.7 | 47.9 | 41.0 | 42.0 | 44.2 |
| Other | | | | | | | | | |
| Males | - | - | - | - | - | - | - | - | - |
| Other | | | | | | | | | |
| Females | - | 55.9 | - | - | - | - | - | - | - |
| Yearly | | | | | | | | | |
| Average | 46.2 | 46.3 | 46.4 | 46.7 | 46.9 | 46.9 | 47.2 | 47.3 | 47.0 |

**AVERAGE YEARS OF EXPERIENCE
OF PRINCIPALS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 25.3 | 24.4 | 24.5 | 25.0 | 25.3 | 23.8 | 24.0 | 24.3 | 23.5 |
| Black | | | | | | | | | |
| Females | 26.2 | 23.6 | 23.7 | 24.0 | 23.5 | 21.9 | 23.0 | 22.9 | 23.0 |
| White | | | | | | | | | |
| Males | 21.2 | 20.7 | 21.2 | 21.7 | 22.0 | 21.4 | 21.6 | 21.9 | 22.2 |
| White | | | | | | | | | |
| Females | 21.7 | 20.4 | 20.4 | 20.2 | 19.8 | 19.0 | 19.7 | 20.1 | 19.7 |
| Indian | | | | | | | | | |
| Males | 19.7 | 19.9 | 18.6 | 19.4 | 19.5 | 18.7 | 18.7 | 19.6 | 19.7 |
| Indian | | | | | | | | | |
| Females | 14.5 | 16.0 | 17.0 | 18.0 | 19.0 | 23.5 | 16.3 | 17.3 | 20.0 |
| Other | | | | | | | | | |
| Males | - | - | - | - | - | - | - | - | - |
| Other | | | | | | | | | |
| Females | - | 30.0 | - | - | - | - | - | - | - |
| Yearly | | | | | | | | | |
| Average | 22.0 | 21.4 | 21.7 | 22.1 | 22.3 | 21.5 | 21.7 | 22.0 | 22.0 |

RACIAL AND SEXUAL COMPOSITION OF PRINCIPALS

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 16.3% | 16.4% | 16.1% | 15.1% | 15.3% | 16.0% | 15.8% | 15.3% | 15.3% |
| Females | <u>2.3</u> | <u>2.6</u> | <u>3.3</u> | <u>3.1</u> | <u>3.2</u> | <u>3.2</u> | <u>4.0</u> | <u>4.3</u> | <u>4.4</u> |
| Total Black | 18.6 | 19.0 | 19.4 | 19.2 | 18.5 | 19.2 | 19.8 | 19.6 | 19.7 |
| White | | | | | | | | | |
| Males | 71.3 | 71.0 | 70.9 | 69.4 | 69.2 | 67.0 | 64.7 | 63.6 | 63.0 |
| Females | <u>9.1</u> | <u>8.9</u> | <u>8.7</u> | <u>10.3</u> | <u>11.2</u> | <u>12.8</u> | <u>14.4</u> | <u>15.7</u> | <u>16.0</u> |
| Total White | 80.4 | 79.9 | 79.6 | 79.7 | 80.4 | 79.8 | 79.1 | 79.3 | 79.0 |
| Indian | | | | | | | | | |
| Males | .9 | .9 | .9 | 1.0 | 1.0 | .8 | .9 | .9 | 1.1 |
| Females | <u>.1</u> | <u>.1</u> | <u>.1</u> | <u>.1</u> | <u>.1</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> |
| Total Indian | 1.0 | 1.0 | 1.0 | 1.1 | 1.1 | 1.0 | 1.1 | 1.1 | 1.3 |
| Other | | | | | | | | | |
| Males | - | - | - | - | - | - | - | - | - |
| Females | <u>-</u> | <u>.1</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | .1 | - | - | - | - | - | - | - |
| Total | | | | | | | | | |
| Males | 88.5 | 88.3 | 87.9 | 86.5 | 85.5 | 83.8 | 81.4 | 79.8 | 79.4 |
| Females | 11.5% | 11.7% | 12.1% | 13.5% | 14.5% | 16.2% | 18.6% | 20.2% | 20.6% |
| Total | | | | | | | | | |
| Number | 1927 | 1925 | 1919 | 1940 | 1923 | 1913 | 1941 | 1925 | 1932 |

HIGHEST DEGREE HELD BY PRINCIPALS

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than Bachelors | - | - | - | - | - | - | - | - | - |
| Bachelors | 3.9 | 4.0 | 3.5 | 3.2 | 3.2 | 2.7 | 2.6 | 2.3 | 2.5 |
| Masters | 67.5 | 68.2 | 65.8 | 63.5 | 61.7 | 59.5 | 57.9 | 56.6 | 54.5 |
| Sixth Year | 25.0 | 24.6 | 27.1 | 29.2 | 30.8 | 33.5 | 34.3 | 35.4 | 37.3 |
| Doctorate | 3.6% | 3.2% | 3.6% | 4.1% | 4.3% | 4.3% | 5.2% | 5.7% | 5.8% |

**AVERAGE AGE
OF PRINCIPALS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|-------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 52.9 | 58.3 | 55.6 | 54.3 | 55.9 | 55.3 | 53.8 | 57.5 |
| Black | | | | | | | | |
| Females | 48.3 | 44.3 | 50.8 | 48.0 | 46.9 | 54.3 | 54.0 | 52.8 |
| White | | | | | | | | |
| Males | 47.4 | 49.3 | 49.4 | 50.5 | 50.9 | 50.4 | 51.3 | 51.0 |
| White | | | | | | | | |
| Females | 49.6 | 49.6 | 54.4 | 49.3 | 51.5 | 51.3 | 49.8 | 48.9 |
| Indian | | | | | | | | |
| Males | 43.8 | 43.0 | 53.9 | 56.6 | 41.8 | 56.3 | - | - |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 58.6 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly Average | 48.8 | 50.8 | 50.8 | 51.2 | 51.4 | 51.4 | 51.5 | 52.0 |

**AVERAGE YEARS OF EXPERIENCE
OF PRINCIPALS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 28.1 | 30.1 | 28.8 | 28.8 | 30.7 | 28.5 | 27.2 | 32.3 |
| Black | | | | | | | | |
| Females | 27.0 | 19.0 | 26.2 | 23.8 | 22.2 | 31.0 | 27.6 | 29.4 |
| White | | | | | | | | |
| Males | 21.8 | 23.2 | 24.7 | 25.4 | 25.1 | 25.0 | 25.5 | 25.2 |
| White | | | | | | | | |
| Females | 23.2 | 22.8 | 28.1 | 22.2 | 25.5 | 22.8 | 19.5 | 22.3 |
| Indian | | | | | | | | |
| Males | 20.5 | 16.5 | 23.5 | 23.0 | 16.7 | 29.0 | - | - |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 36.0 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly Average | 23.3 | 24.3 | 25.6 | 25.7 | 25.8 | 25.6 | 25.0 | 26.3 |

YEARLY RACIAL AND SEXUAL COMPOSITION OF PRINCIPALS LEAVING

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 20.6% | 17.8% | 12.9% | 21.2% | 16.4% | 14.0% | 15.1% | 18.7% |
| Females | <u>1.3</u> | <u>.7</u> | <u>6.4</u> | <u>3.8</u> | <u>5.0</u> | <u>1.5</u> | <u>3.4</u> | <u>4.1</u> |
| Total Black | 21.9 | 18.5 | 19.3 | 25.0 | 21.4 | 15.5 | 28.5 | 22.8 |
| White | | | | | | | | |
| Males | 63.9 | 65.1 | 70.0 | 63.8 | 63.5 | 73.5 | 67.8 | 64.3 |
| Females | <u>12.9</u> | <u>15.1</u> | <u>9.3</u> | <u>10.6</u> | <u>13.2</u> | <u>8.8</u> | <u>13.7</u> | <u>12.9</u> |
| Total White | 76.8 | 80.2 | 79.3 | 74.4 | 76.7 | 82.3 | 81.5 | 77.2 |
| Indian | | | | | | | | |
| Males | 1.3 | 1.3 | 1.4 | .6 | 1.9 | 1.5 | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>.7</u> | <u>-</u> | <u>-</u> |
| Total Indian | 1.3 | 1.3 | 1.4 | .6 | 1.9 | 2.2 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | - | - | - | - | - | - | - |
| Total | | | | | | | | |
| Males | 85.8 | 84.2 | 84.3 | 85.6 | 81.8 | 89.0 | 82.9 | 83.0 |
| Females | 14.2% | 15.8% | 15.7% | 14.4% | 18.2% | 11.0% | 17.1% | 17.0% |
| Total | | | | | | | | |
| Number | 155 | 152 | 140 | 160 | 159 | 136 | 146 | 171 |

**AVERAGE AGE
OF NEWLY EMPLOYED PRINCIPALS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 45.8 | 48.3 | 53.4 | 48.0 | 43.1 | 47.1 | 42.0 | 41.1 |
| Black | | | | | | | | |
| Females | - | 41.7 | 43.8 | 47.0 | 44.3 | 51.4 | 38.2 | 49.0 |
| White | | | | | | | | |
| Males | 41.8 | 43.6 | 45.8 | 43.9 | 44.2 | 43.9 | 44.3 | 43.5 |
| White | | | | | | | | |
| Females | 44.0 | 42.2 | 46.4 | 44.0 | 46.0 | 46.7 | 45.3 | 41.9 |
| Indian | | | | | | | | |
| Males | - | 50.0 | 35.0 | - | - | 45.9 | - | 31.8 |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 31.6 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 43.1 | 44.1 | 46.4 | 44.6 | 44.6 | 45.7 | 44.1 | 42.9 |

**AVERAGE YEARS OF EXPERIENCE
OF NEWLY EMPLOYED PRINCIPALS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 20.3 | 23.8 | 27.2 | 23.5 | 16.9 | 21.7 | 20.0 | 16.6 |
| Black | | | | | | | | |
| Females | - | 17.1 | 20.0 | 23.6 | 18.2 | 25.1 | 14.5 | 24.2 |
| White | | | | | | | | |
| Males | 17.4 | 19.2 | 20.3 | 19.7 | 18.8 | 17.5 | 17.4 | 19.6 |
| White | | | | | | | | |
| Females | 18.2 | 17.9 | 20.1 | 15.9 | 18.1 | 18.5 | 19.4 | 14.7 |
| Indian | | | | | | | | |
| Males | - | 19.0 | 13.0 | - | - | 19.5 | - | 8.0 |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 9.0 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 18.2 | 19.6 | 20.8 | 19.5 | 18.3 | 18.9 | 18.1 | 17.8 |

**RACIAL AND SEXUAL COMPOSITION
OF NEWLY EMPLOYED
PRINCIPALS**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 20.7% | 17.4% | 8.5% | 9.7% | 13.6% | 12.2% | 2.4% | 11.1% |
| Females | <u>-</u> | <u>11.6</u> | <u>2.1</u> | <u>8.1</u> | <u>6.8</u> | <u>9.5</u> | <u>9.5</u> | <u>8.9</u> |
| Total Black | 20.7 | 29.0 | 10.6 | 17.8 | 20.4 | 21.7 | 11.9 | 20.0 |
| White | | | | | | | | |
| Males | 56.9 | 56.5 | 67.0 | 59.7 | 52.5 | 44.6 | 42.9 | 44.5 |
| Females | <u>22.4</u> | <u>13.0</u> | <u>21.3</u> | <u>22.5</u> | <u>27.1</u> | <u>29.7</u> | <u>45.2</u> | <u>33.3</u> |
| Total White | 79.3 | 69.5 | 88.3 | 82.2 | 79.6 | 74.3 | 88.1 | 77.8 |
| Indian | | | | | | | | |
| Males | - | 1.5 | 1.1 | - | - | 2.7 | - | 2.2 |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>1.3</u> | <u>-</u> | <u>-</u> |
| Total Indian | - | 1.5 | 1.1 | - | - | 4.0 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | - | - | - | - | - | - | - |
| Total | | | | | | | | |
| Males | 77.6 | 75.4 | 76.6 | 69.4 | 66.1 | 59.5 | 45.3 | 57.8 |
| Females | 22.4% | 24.6% | 23.4% | 30.6% | 33.9% | 40.5% | 54.7% | 42.2% |
| Total Number | 58 | 69 | 94 | 62 | 59 | 74 | 42 | 45 |

PRINCIPALS

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPERIENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent* | |
| 0 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 1 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 2 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 3 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 4 | 2 | 100.00 | 0 | 0.00 | 0 | 0.00 | 2 |
| 5 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 6 | 1 | 20.00 | 4 | 80.00 | 0 | 0.00 | 5 |
| 7 | 6 | 85.71 | 1 | 14.29 | 0 | 0.00 | 7 |
| 8 | 6 | 54.55 | 4 | 36.36 | 1 | 9.09 | 11 |
| 9 | 14 | 87.50 | 2 | 12.50 | 0 | 0.00 | 16 |
| 10 | 15 | 68.18 | 7 | 31.82 | 0 | 0.00 | 22 |
| 11 | 25 | 73.53 | 7 | 20.59 | 2 | 5.88 | 34 |
| 12 | 30 | 78.95 | 7 | 18.42 | 1 | 2.63 | 38 |
| 13 | 47 | 78.33 | 13 | 21.67 | 0 | 0.00 | 60 |
| 14 | 56 | 85.58 | 11 | 16.42 | 0 | 0.00 | 67 |
| 15 | 69 | 90.79 | 7 | 9.21 | 0 | 0.00 | 76 |
| 16 | 74 | 84.09 | 13 | 14.77 | 1 | 1.14 | 88 |
| 17 | 92 | 84.40 | 13 | 11.93 | 4 | 3.67 | 109 |
| 18 | 89 | 93.68 | 5 | 5.26 | 1 | 1.05 | 95 |
| 19 | 84 | 84.00 | 13 | 13.00 | 3 | 3.00 | 100 |
| 20 | 81 | 80.20 | 19 | 18.81 | 1 | 0.99 | 101 |
| 21 | 85 | 77.98 | 24 | 22.02 | 0 | 0.00 | 109 |
| 22 | 74 | 77.08 | 22 | 22.92 | 0 | 0.00 | 96 |
| 23 | 86 | 81.13 | 19 | 17.92 | 1 | 0.94 | 106 |
| 24 | 61 | 72.62 | 19 | 22.62 | 4 | 4.76 | 84 |
| 25 | 62 | 76.54 | 17 | 20.99 | 2 | 2.47 | 81 |
| 26 | 99 | 83.90 | 18 | 15.25 | 1 | 0.85 | 118 |
| 27 | 82 | 76.64 | 24 | 22.43 | 1 | 0.93 | 107 |
| 28 | 61 | 79.22 | 16 | 20.78 | 0 | 0.00 | 77 |
| 29 | 56 | 72.73 | 21 | 27.27 | 0 | 0.00 | 77 |
| 30 | 31 | 73.81 | 11 | 26.19 | 0 | 0.00 | 42 |
| 31 | 25 | 64.10 | 13 | 33.33 | 1 | 2.56 | 39 |
| 32 | 25 | 71.43 | 10 | 28.57 | 0 | 0.00 | 35 |
| 33 | 24 | 75.00 | 8 | 25.00 | 0 | 0.00 | 32 |
| 34 | 21 | 80.77 | 5 | 19.23 | 0 | 0.00 | 26 |
| 35 | 16 | 64.00 | 9 | 36.00 | 0 | 0.00 | 25 |
| 36 | 13 | 72.22 | 5 | 27.78 | 0 | 0.00 | 18 |
| 37 | 6 | 75.00 | 2 | 25.00 | 0 | 0.00 | 8 |
| 38 | 3 | 60.00 | 2 | 40.00 | 0 | 0.00 | 5 |
| 39 | 1 | 33.33 | 2 | 66.67 | 0 | 0.00 | 3 |
| 40 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| 41 | 3 | 50.00 | 3 | 50.00 | 0 | 0.00 | 6 |
| 42 | 1 | 33.33 | 2 | 66.67 | 0 | 0.00 | 3 |
| 43 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 44 | 0 | 0.00 | 2 | 100.00 | 0 | 0.00 | 2 |
| GRAND TOTAL | 1527 | 79.04 | 381 | 19.72 | 24 | 1.24 | 1932 |

ASSISTANT PRINCIPALS

ASSISTANT PRINCIPALS

Characteristics of Assistant Principals

The average age of assistant principals increased from 41.9 in 1978-79 to 43.2 in 1986-87. During the same period, the average years of experience dropped from 17.8 to 17.5. The racial and sexual composition of the assistant principal staff has changed significantly. The percent of Black assistant principals declined from 33.9 percent in 1978-79 to 28.6 percent in 1986-87. White assistant principals increased from 64.6 to 70.5 percent during the same period. Indian assistant principals ranged from .7 to 1.2 percent of the assistant principal staff during the nine-year period. The shift in the male-female composition of the assistant principal staff between 1978-79 and 1986-87 has been dramatic. In 1978-79, 85.7 percent of the assistant principals were male and 14.3 percent were female. By 1986-87, the percentage of male assistant principals had declined to 63.1 percent and the percentage of females in the assistant principalship had risen to 36.9 percent. The highest degree held by assistant principals has risen. In 1978-79, 73.9 percent of the assistant principals held a masters degree, sixth year certificate or doctorate. By 1986-87, 88.9 percent of the assistant principals held an advanced degree beyond the bachelors level.

Characteristics of Assistant Principals Leaving the Profession

The average age of persons leaving the assistant principalship varies from year-to-year and does not indicate a clear trend. The eight-year average age for persons leaving was approximately 45.3 years old. The average experience level of persons leaving the assistant principalship varies from year-to-year with the average being about 19.6 years of experience. The racial and sexual composition of persons leaving the assistant principalship indicates some significant trends. The percentage of Blacks leaving shows a general downward trend, with Blacks making up 35.8 percent of the persons leaving in 1978-79 and 28.2 percent of those leaving in 1985-86. Whites show a general increase in their percentage of persons leaving assistant principal positions. In 1978-79, 61.2 percent of those leaving were White. By 1985-86, 69.8 percent of those leaving were White. There has been a significant shift in the male-female composition of persons leaving assistant principalships. In 1978-79, 83.6 percent of those leaving the assistant principalship were male and 16.4 percent were female. By 1985-86, 64.3 percent of the assistant principals leaving were male and 35.7 percent were female.

Characteristics of Newly Employed Assistant Principals

The average age of newly employed assistant principals has shown an increase, although there has been some year-to-year variation. Newly employed assistant principals had an average age of 38.3 in 1979-80 and an average age of 41.1 in 1986-87. Newly employed assistant principals average about 13.4 years of experience. The percent of Blacks employed as assistant principals between 1979-80 and 1986-87 has shown a general increase, while the percent of Whites employed has shown a general decline, although there is considerable variation from year-to-year. Because of the small number of Indian assistant principals, insufficient data exist to indicate any trends. In 1979-80, 12.5 percent of the newly employed assistant principals were Black and 87.5 were White. In 1986-87, 14.3 percent of the new assistant principals were Black and 82.8 percent were White. The male-female composition of newly employed assistant principals has changed significantly. In 1979-80, 75.0 percent were male and 25.0 percent were female. By 1986-87, the percentage of newly employed males had declined to 54.3 percent and the percentage of new female assistant principals had increased to 45.7 percent.

**AVERAGE AGE OF
ASSISTANT PRINCIPALS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 45.4 | 45.3 | 45.0 | 45.2 | 45.3 | 45.5 | 45.7 | 46.0 | 45.2 |
| Black | | | | | | | | | |
| Females | 47.1 | 48.2 | 46.5 | 46.2 | 46.8 | 45.7 | 44.8 | 43.0 | 42.7 |
| White | | | | | | | | | |
| Males | 39.4 | 39.9 | 40.5 | 40.6 | 40.9 | 41.0 | 41.8 | 42.3 | 42.6 |
| White | | | | | | | | | |
| Females | 43.0 | 42.1 | 42.4 | 42.5 | 42.7 | 42.6 | 42.5 | 42.7 | 43.1 |
| Indian | | | | | | | | | |
| Males | 45.9 | 43.8 | 42.4 | 44.5 | 46.7 | 42.6 | 43.6 | 44.6 | 44.9 |
| Indian | | | | | | | | | |
| Females | - | 53.7 | 54.7 | 62.3 | 63.3 | 44.2 | 45.2 | 45.5 | 46.5 |
| Other | | | | | | | | | |
| Males | 46.8 | 48.4 | 49.4 | 49.4 | 58.9 | 58.7 | 64.0 | 65.0 | 51.5 |
| Other | | | | | | | | | |
| Females | - | - | 38.0 | 52.4 | - | - | - | - | - |
| Yearly | | | | | | | | | |
| Average | 41.9 | 42.0 | 42.2 | 42.5 | 42.7 | 42.7 | 43.1 | 43.2 | 43.2 |

**AVERAGE YEARS OF EXPERIENCE
OF ASSISTANT PRINCIPALS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 20.6 | 19.7 | 19.7 | 20.0 | 20.2 | 19.6 | 19.7 | 20.0 | 20.1 |
| Black | | | | | | | | | |
| Females | 23.3 | 23.6 | 21.9 | 21.4 | 21.9 | 19.6 | 19.3 | 17.2 | 17.0 |
| White | | | | | | | | | |
| Males | 15.9 | 15.3 | 16.0 | 16.2 | 16.6 | 15.9 | 16.6 | 16.9 | 17.3 |
| White | | | | | | | | | |
| Females | 17.5 | 16.0 | 16.5 | 16.7 | 17.2 | 15.8 | 15.9 | 16.0 | 16.3 |
| Indian | | | | | | | | | |
| Males | 19.8 | 17.5 | 16.8 | 19.0 | 20.6 | 16.0 | 16.9 | 17.7 | 17.3 |
| Indian | | | | | | | | | |
| Females | - | 24.0 | 25.0 | 35.0 | 36.0 | 25.0 | 19.3 | 20.3 | 21.3 |
| Other | | | | | | | | | |
| Males | 12.0 | 14.0 | 15.0 | 13.0 | 21.0 | 16.5 | 11.0 | 12.0 | 13.6 |
| Other | | | | | | | | | |
| Females | - | - | 17.0 | 22.0 | - | - | - | - | - |
| Yearly | | | | | | | | | |
| Average | 17.8 | 17.0 | 17.3 | 17.6 | 18.0 | 17.0 | 17.3 | 17.4 | 17.5 |

RACIAL AND SEXUAL COMPOSITION OF ASSISTANT PRINCIPALS

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 28.9% | 26.3% | 25.6% | 25.6% | 25.3% | 22.1% | 21.0% | 19.3% | 17.8% |
| Females | <u>5.0</u> | <u>4.6</u> | <u>5.2</u> | <u>5.7</u> | <u>5.5</u> | <u>6.7</u> | <u>7.7</u> | <u>9.5</u> | <u>10.8</u> |
| Total Black | 33.9 | 30.9 | 30.8 | 31.3 | 30.7 | 28.8 | 28.7 | 28.8 | 28.6 |
| White | | | | | | | | | |
| Males | 55.3 | 55.5 | 55.3 | 53.6 | 53.6 | 50.2 | 48.1 | 45.5 | 44.7 |
| Females | <u>9.3</u> | <u>12.1</u> | <u>12.3</u> | <u>13.7</u> | <u>14.4</u> | <u>20.0</u> | <u>22.4</u> | <u>24.7</u> | <u>25.8</u> |
| Total White | 64.6 | 67.6 | 67.6 | 67.3 | 68.0 | 70.2 | 70.5 | 70.2 | 70.5 |
| Indian | | | | | | | | | |
| Males | 1.2 | 1.1 | 1.1 | .9 | .8 | .5 | .5 | .6 | .4 |
| Females | <u>-</u> | <u>-.1</u> | <u>-.1</u> | <u>-.2</u> | <u>-.2</u> | <u>-.3</u> | <u>-.2</u> | <u>-.3</u> | <u>-.3</u> |
| Total Indian | 1.2 | 1.2 | 1.2 | 1.1 | 1.0 | .8 | .7 | .9 | .7 |
| Other | | | | | | | | | |
| Males | .3 | .3 | .3 | .2 | .3 | .2 | .1 | .1 | .2 |
| Females | <u>-</u> | <u>-</u> | <u>-.1</u> | <u>-.1</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | .3 | .3 | .4 | .3 | .3 | .2 | .1 | .1 | .2 |
| Total | | | | | | | | | |
| Males | 85.7 | 83.2 | 82.3 | 80.3 | 80.0 | 73.0 | 69.7 | 65.5 | 63.1 |
| Females | 14.3% | 16.8% | 17.7% | 19.7% | 20.0% | 27.0% | 30.3% | 34.5% | 36.9% |
| Total Number | 979 | 1007 | 1025 | 1014 | 1023 | 1192 | 1271 | 1397 | 1464 |

HIGHEST DEGREE HELD BY ASSISTANT PRINCIPALS

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than Bachelors | - | - | - | - | - | - | - | .1% | - |
| Bachelors | 26.1 | 25.4 | 23.2 | 18.9 | 16.9 | 15.7 | 15.0 | 12.3 | 11.1 |
| Masters | 66.0 | 66.4 | 66.9 | 67.3 | 67.8 | 66.8 | 67.0 | 68.9 | 69.9 |
| Sixth Year | 7.0 | 7.0 | 8.5 | 11.8 | 13.0 | 15.1 | 15.9 | 16.5 | 17.0 |
| Doctorate | .9% | 1.2% | 1.4% | 2.0% | 2.3% | 2.4% | 2.1% | 2.2% | 2.0% |

**AVERAGE AGE
OF ASSISTANT PRINCIPALS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 52.7 | 51.1 | 53.1 | 45.2 | 51.3 | 50.2 | 53.7 | 54.6 |
| Black | | | | | | | | |
| Females | 59.6 | 45.7 | 45.1 | 60.7 | 53.2 | 53.5 | 52.0 | 49.7 |
| White | | | | | | | | |
| Males | 39.1 | 42.3 | 44.6 | 41.5 | 45.1 | 40.2 | 43.9 | 43.0 |
| White | | | | | | | | |
| Females | 39.9 | 41.7 | 40.0 | 39.2 | 47.3 | 42.5 | 43.9 | 41.9 |
| Indian | | | | | | | | |
| Males | 54.3 | 60.8 | 33.7 | - | 49.2 | - | - | 35.5 |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 45.0 | - | - |
| Other | | | | | | | | |
| Males | 32.9 | - | - | - | 61.4 | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 44.3 | 45.0 | 46.1 | 42.5 | 48.7 | 43.9 | 46.5 | 45.4 |

**AVERAGE YEARS OF EXPERIENCE
OF ASSISTANT PRINCIPALS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 25.9 | 23.2 | 26.4 | 19.2 | 23.9 | 24.3 | 26.4 | 26.0 |
| Black | | | | | | | | |
| Females | 35.0 | 20.6 | 22.0 | 33.0 | 27.4 | 28.2 | 27.3 | 26.2 |
| White | | | | | | | | |
| Males | 15.3 | 16.4 | 19.5 | 17.0 | 18.7 | 14.4 | 19.2 | 17.7 |
| White | | | | | | | | |
| Females | 16.6 | 13.7 | 13.1 | 13.4 | 23.3 | 15.3 | 17.7 | 16.3 |
| Indian | | | | | | | | |
| Males | 30.0 | 31.0 | 8.0 | - | 24.5 | - | - | 11.0 |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | 20.0 | - | - |
| Other | | | | | | | | |
| Males | 9.0 | - | - | - | 30.0 | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 19.5 | 18.6 | 20.4 | 17.3 | 22.6 | 17.9 | 20.7 | 19.5 |

RACIAL AND SEXUAL COMPOSITION OF ASSISTANT PRINCIPALS LEAVING

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 34.3% | 27.1% | 25.8% | 21.1% | 27.7% | 16.9% | 22.2% | 18.9% |
| Females | <u>1.5</u> | <u>8.5</u> | <u>1.2</u> | <u>3.5</u> | <u>10.6</u> | <u>7.8</u> | <u>4.8</u> | <u>9.3</u> |
| Total Black | 35.8 | 25.6 | 29.0 | 24.6 | 38.3 | 24.7 | 27.0 | 28.2 |
| White | | | | | | | | |
| Males | 46.3 | 52.5 | 56.5 | 56.1 | 31.9 | 35.0 | 39.7 | 43.4 |
| Females | <u>14.9</u> | <u>10.2</u> | <u>12.9</u> | <u>19.3</u> | <u>23.4</u> | <u>39.0</u> | <u>33.3</u> | <u>26.4</u> |
| Total White | 61.2 | 62.7 | 69.4 | 75.4 | 55.3 | 74.0 | 73.0 | 69.8 |
| Indian | | | | | | | | |
| Males | 1.5 | 1.7 | 1.6 | - | 4.3 | - | - | 2.0 |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>1.3</u> | <u>-</u> | <u>-</u> |
| Total Indian | 1.5 | 1.7 | 1.6 | - | 4.3 | 1.3 | - | 2.0 |
| Other | | | | | | | | |
| Males | 1.5 | - | - | - | 2.1 | - | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | 1.5 | - | - | - | 2.1 | - | - | - |
| Total | | | | | | | | |
| Males | 83.6 | 81.3 | 83.9 | 77.2 | 66.0 | 51.9 | 61.9 | 64.3 |
| Females | 16.4% | 18.7% | 16.1% | 22.8% | 34.0% | 48.1% | 38.1% | 35.7% |
| Total Number | 67 | 59 | 62 | 57 | 136 | 77 | 63 | 53 |

**AVERAGE AGE
OF NEWLY EMPLOYED ASSISTANT PRINCIPALS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 36.0 | 43.5 | 40.2 | 33.8 | 35.2 | 41.7 | 62.5 | 34.3 |
| Black | | | | | | | | |
| Females | - | 49.3 | 38.0 | 48.7 | 30.1 | 43.5 | 44.2 | 39.8 |
| White | | | | | | | | |
| Males | 38.0 | 39.2 | 40.7 | 38.1 | 37.0 | 37.7 | 44.0 | 40.8 |
| White | | | | | | | | |
| Females | 40.0 | 35.5 | 40.8 | 40.0 | 40.4 | 39.2 | 40.4 | 42.5 |
| Indian | | | | | | | | |
| Males | - | 35.5 | - | - | - | - | - | - |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | 44.9 |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 38.3 | 40.5 | 40.4 | 38.6 | 38.5 | 39.6 | 42.4 | 41.1 |

**AVERAGE YEARS OF EXPERIENCE
OF NEWLY EMPLOYED ASSISTANT PRINCIPALS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 12.3 | 17.1 | 14.1 | 8.3 | 8.3 | 15.2 | 38.0 | 9.0 |
| Black | | | | | | | | |
| Females | - | 22.7 | 14.5 | 25.0 | 6.0 | 18.8 | 22.0 | 10.0 |
| White | | | | | | | | |
| Males | 11.1 | 13.9 | 14.8 | 13.8 | 12.5 | 10.5 | 17.2 | 13.8 |
| White | | | | | | | | |
| Females | 13.8 | 13.0 | 13.7 | 14.6 | 12.1 | 12.4 | 13.0 | 13.1 |
| Indian | | | | | | | | |
| Males | - | 14.0 | - | - | - | - | - | - |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | 10.0 |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 11.9 | 15.3 | 14.3 | 13.9 | 11.7 | 12.0 | 15.5 | 12.8 |

**RACIAL AND SEXUAL COMPOSITION
OF NEWLY EMPLOYED
ASSISTANT PRINCIPALS**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 12.5% | 21.9% | 27.6% | 11.1% | 8.8% | 14.3% | 3.0% | 5.7% |
| Females | <u>-</u> | <u>9.4</u> | <u>6.9</u> | <u>3.7</u> | <u>2.9</u> | <u>14.3</u> | <u>3.0</u> | <u>8.6</u> |
| Total Black | 12.5 | 31.3 | 34.5 | 14.8 | 11.7 | 28.6 | 6.0 | 14.3 |
| White | | | | | | | | |
| Males | 62.5 | 53.1 | 37.9 | 51.9 | 35.3 | 42.8 | 33.4 | 45.7 |
| Females | <u>25.0</u> | <u>12.5</u> | <u>27.6</u> | <u>33.3</u> | <u>53.0</u> | <u>28.6</u> | <u>60.6</u> | <u>37.1</u> |
| Total White | 87.5 | 65.6 | 65.5 | 85.2 | 88.3 | 71.4 | 94.0 | 82.8 |
| Indian | | | | | | | | |
| Males | - | 3.1 | - | - | - | - | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Indian | - | 3.1 | - | - | - | - | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | 2.9 |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | - | - | - | - | - | - | 2.9 |
| Total | | | | | | | | |
| Males | 75.0 | 78.1 | 65.5 | 63.0 | 44.1 | 57.1 | 36.4 | 54.3 |
| Females | 25.0% | 21.9% | 34.5% | 37.0% | 55.9% | 42.9% | 63.6% | 45.7% |
| Total Number | 24 | 32 | 29 | 27 | 34 | 35 | 33 | 35 |

ASSISTANT PRINCIPALS

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPERIENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent* | |
| 0 | 3 | 50.00 | 3 | 50.00 | 0 | 0.00 | 6 |
| 1 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| 2 | 2 | 66.67 | 1 | 33.33 | 0 | 0.00 | 3 |
| 3 | 4 | 57.14 | 3 | 12.86 | 0 | 0.00 | 7 |
| 4 | 2 | 66.67 | 1 | 33.33 | 0 | 0.00 | 3 |
| 5 | 8 | 80.00 | 2 | 20.00 | 0 | 0.00 | 10 |
| 6 | 12 | 66.67 | 6 | 33.33 | 0 | 0.00 | 18 |
| 7 | 19 | 67.86 | 9 | 32.14 | 0 | 0.00 | 28 |
| 8 | 22 | 59.50 | 15 | 40.54 | 0 | 0.00 | 37 |
| 9 | 31 | 63.27 | 17 | 34.69 | 1 | 2.04 | 49 |
| 10 | 40 | 74.07 | 12 | 22.22 | 2 | 3.70 | 54 |
| 11 | 46 | 71.88 | 18 | 28.13 | 0 | 0.00 | 64 |
| 12 | 64 | 66.67 | 32 | 33.33 | 0 | 0.00 | 96 |
| 13 | 71 | 78.89 | 18 | 20.00 | 1 | 1.11 | 90 |
| 14 | 73 | 82.02 | 16 | 17.98 | 0 | 0.00 | 89 |
| 15 | 46 | 76.67 | 14 | 23.33 | 0 | 0.00 | 60 |
| 16 | 78 | 82.98 | 15 | 15.96 | 1 | 1.06 | 94 |
| 17 | 85 | 84.16 | 16 | 15.84 | 0 | 0.00 | 101 |
| 18 | 67 | 82.72 | 12 | 14.81 | 2 | 2.47 | 81 |
| 19 | 56 | 74.67 | 18 | 24.00 | 1 | 1.33 | 75 |
| 20 | 36 | 61.02 | 21 | 35.59 | 2 | 3.39 | 59 |
| 21 | 33 | 73.33 | 11 | 24.44 | 1 | 2.22 | 45 |
| 22 | 37 | 72.55 | 14 | 27.45 | 0 | 0.00 | 51 |
| 23 | 28 | 59.57 | 19 | 40.43 | 0 | 0.00 | 47 |
| 24 | 20 | 52.63 | 18 | 47.37 | 0 | 0.00 | 38 |
| 25 | 29 | 74.36 | 10 | 25.64 | 0 | 0.00 | 39 |
| 26 | 36 | 75.00 | 11 | 27.92 | 1 | 2.08 | 48 |
| 27 | 20 | 68.97 | 9 | 31.03 | 0 | 0.00 | 29 |
| 28 | 23 | 57.50 | 17 | 42.50 | 0 | 0.00 | 40 |
| 29 | 11 | 57.89 | 8 | 42.11 | 0 | 0.00 | 19 |
| 30 | 5 | 33.33 | 9 | 60.00 | 1 | 6.67 | 15 |
| 31 | 7 | 43.75 | 9 | 56.25 | 0 | 0.00 | 16 |
| 32 | 4 | 33.33 | 8 | 66.67 | 0 | 0.00 | 12 |
| 33 | 3 | 60.00 | 2 | 40.00 | 0 | 0.00 | 5 |
| 34 | 5 | 55.56 | 4 | 44.44 | 0 | 0.00 | 9 |
| 35 | 3 | 30.00 | 7 | 70.00 | 0 | 0.00 | 10 |
| 36 | 1 | 16.67 | 5 | 83.33 | 0 | 0.00 | 6 |
| 37 | 1 | 25.00 | 3 | 75.00 | 0 | 0.00 | 4 |
| 38 | 0 | 0.00 | 2 | 100.00 | 0 | 0.00 | 2 |
| 39 | 0 | 0.00 | 2 | 100.00 | 0 | 0.00 | 2 |
| 40 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 41 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 42 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 43 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 44 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 45 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 46 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 47 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| GRAND TOTAL | 1032 | 70.49 | 419 | 28.62 | 13 | 0.89 | 1464 |

**CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT AREA SPECIALISTS**

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT AREA SPECIALISTS

This group of certified personnel consists of persons who primarily work out of the central office and usually have systemwide, regional or multiple school responsibilities. Some personnel in this group are administrators and directors or coordinators with responsibility over various subject and support areas. Others in the group are subject or support area specialists. Among the types of personnel in this group are supervisors, vocational education directors, directors of special education, subject area directors, coordinators of media services, school psychologists, social workers and athletic directors.

Characteristics of Central Office Administrators and Subject and Support Area Specialists

The average age of this group increased from 39.5 in 1978-79 to 42.3 in 1986-87. This group's average years of experience has fluctuated, but shows a slight increase from 13.6 in 1978-79 to 14.6 in 1986-87. The percentage of Blacks in this group declined from 14.8 percent in 1978-79 to 12.5 percent in 1986-87. The percent of Indians in this group varies from year-to-year, averaging about 0.6 percent. Although there are year-to-year variations, the percent of males in this group increased slightly from 39.2 percent in 1978-79 to 40.7 percent in 1986-87 and females decreased slightly from 60.8 percent to 59.3 percent over the same period. The percentage of personnel in this group with an advanced degree beyond the bachelors level increased from 48.4 percent in 1978-79 to 58.5 percent in 1986-87.

Characteristics of Central Office Administrators and Subject and Support Area Specialists Leaving

The average age of personnel from this group who left increased from 38.9 in 1978-79 to 40.5 in 1985-86. The average years of experience of persons from this group who left increased from 12.1 in 1978-79 to 12.5 in 1985-86. The racial and sexual composition of persons leaving employment in this group showed year-to-year fluctuations. Between 1978-79 and 1985-86, an average of approximately 13.3 percent of those leaving were Black, 85.3 percent were White, and 1.1 percent were Indian. The male-female mix of those leaving during this period averaged about 33.7 percent male and 66.3 percent female.

Characteristics of Newly Employed Central Office Administrators and Subject and Support Area Specialists

Between 1979-80 and 1986-87, the average age and experience level of new employees in this group declined slightly, although there were year-to-year variations. The average age of new employees in this group did not vary significantly between 1978-79 and 1986-87. The average years of experience declined from 9.1 to 8.7 during the same time. The racial and sexual composition of new employees in this group varies from year-to-year. Between 1979-80 and 1986-87, an average of approximately 14.5 percent of the new employees were Black, 84.4 percent were White, and 1.1 percent were Indian. Over the same time period, about 31.9 percent of the new hires were male and 68.1 percent were female.

**AVERAGE AGE OF
CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT SPECIALISTS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 41.1 | 43.5 | 44.8 | 44.2 | 43.7 | 45.6 | 44.3 | 44.2 | 46.5 |
| Black | | | | | | | | | |
| Females | 41.9 | 40.0 | 40.7 | 42.0 | 41.9 | 41.9 | 41.9 | 41.7 | 41.4 |
| White | | | | | | | | | |
| Males | 40.2 | 41.2 | 40.9 | 42.2 | 42.3 | 43.1 | 43.2 | 44.0 | 43.7 |
| White | | | | | | | | | |
| Females | 38.5 | 38.8 | 39.4 | 39.6 | 40.1 | 40.4 | 40.4 | 41.0 | 41.1 |
| Indian | | | | | | | | | |
| Males | 30.9 | 52.5 | - | 50.0 | 49.3 | 43.8 | 43.6 | 46.4 | 43.6 |
| Indian | | | | | | | | | |
| Females | 32.6 | 32.5 | 37.9 | 31.6 | 30.1 | 32.4 | 33.1 | 39.8 | 42.6 |
| Other | | | | | | | | | |
| Males | 46.9 | 47.9 | 43.5 | 49.9 | 45.5 | 51.9 | 52.9 | 53.9 | - |
| Other | | | | | | | | | |
| Females | 30.0 | 35.0 | 40.0 | 40.0 | 46.9 | 42.0 | 43.5 | 37.5 | 39.2 |
| Yearly | | | | | | | | | |
| Average | 39.5 | 40.0 | 40.3 | 41.0 | 41.3 | 41.8 | 41.8 | 42.4 | 42.3 |

**AVERAGE YEARS OF EXPERIENCE
OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT SPECIALISTS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 15.4 | 16.2 | 17.1 | 16.7 | 16.8 | 17.8 | 15.9 | 16.3 | 20.0 |
| Black | | | | | | | | | |
| Females | 17.1 | 14.4 | 14.6 | 16.0 | 16.0 | 14.5 | 13.7 | 15.0 | 14.7 |
| White | | | | | | | | | |
| Males | 14.8 | 14.5 | 14.1 | 15.6 | 15.9 | 15.6 | 15.7 | 16.4 | 16.6 |
| White | | | | | | | | | |
| Females | 11.9 | 11.4 | 12.3 | 12.2 | 12.7 | 12.2 | 12.0 | 12.5 | 12.7 |
| Indian | | | | | | | | | |
| Males | 5.7 | 23.0 | - | 4.0 | 13.0 | 14.3 | 16.0 | 9.0 | 12.7 |
| Indian | | | | | | | | | |
| Females | 8.0 | 8.7 | 4.5 | 6.2 | 8.0 | 7.6 | 10.0 | 10.3 | 10.0 |
| Other | | | | | | | | | |
| Males | 21.0 | 21.0 | 18.0 | 12.0 | 20.5 | 24.0 | 25.0 | 26.0 | - |
| Other | | | | | | | | | |
| Females | 9.0 | 7.5 | 7.0 | 23.0 | 14.0 | 12.5 | 10.5 | 12.0 | 12.3 |
| Yearly | | | | | | | | | |
| Average | 13.6 | 13.0 | 13.4 | 14.1 | 14.5 | 14.1 | 13.8 | 14.4 | 14.6 |

**RACIAL AND SEXUAL COMPOSITION
OF CENTRAL OFFICE ADMINISTRATORS AND
SUBJECT AND SUPPORT SPECIALISTS**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 4.0% | 4.4% | 4.4% | 4.7% | 4.5% | 5.2% | 4.5% | 4.4% | 4.0% |
| Females | <u>10.8</u> | <u>9.6</u> | <u>9.9</u> | <u>9.5</u> | <u>9.8</u> | <u>8.6</u> | <u>8.8</u> | <u>8.2</u> | <u>8.5</u> |
| Total Black | 14.8 | 14.0 | 14.3 | 14.2 | 14.3 | 13.8 | 13.3 | 12.6 | 12.5 |
| White | | | | | | | | | |
| Males | 34.9 | 35.9 | 37.6 | 38.7 | 39.1 | 40.1 | 39.1 | 39.2 | 36.4 |
| Females | <u>49.0</u> | <u>49.4</u> | <u>47.8</u> | <u>46.3</u> | <u>45.8</u> | <u>44.7</u> | <u>47.0</u> | <u>47.3</u> | <u>50.3</u> |
| Total White | 83.9 | 85.3 | 85.4 | 85.0 | 84.9 | 84.8 | 86.1 | 86.5 | 86.7 |
| Indian | | | | | | | | | |
| Males | .2 | .1 | - | .1 | .2 | .5 | .2 | .2 | .3 |
| Females | <u>.9</u> | <u>.4</u> | <u>.1</u> | <u>.4</u> | <u>.2</u> | <u>.6</u> | <u>.1</u> | <u>.3</u> | <u>.2</u> |
| Total Indian | 1.1 | .5 | .1 | .5 | .4 | 1.1 | .3 | .5 | .5 |
| Other | | | | | | | | | |
| Males | .1 | .1 | .1 | .1 | .2 | .1 | .1 | .1 | - |
| Females | <u>.1</u> | <u>.1</u> | <u>.1</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.3</u> | <u>.3</u> |
| Total Other | .2 | .2 | .2 | .3 | .4 | .3 | .3 | .4 | .3 |
| Total | | | | | | | | | |
| Males | 39.2 | 40.5 | 42.1 | 43.6 | 44.0 | 45.9 | 43.9 | 43.9 | 40.7 |
| Females | 60.8% | 59.5% | 57.9% | 56.4% | 56.0% | 54.1% | 56.1% | 56.1% | 59.3% |
| Total Number | 1254 | 1347 | 1308 | 1299 | 1235 | 1180 | 1192 | 1172 | 1191 |

**HIGHEST DEGREE HELD BY CENTRAL OFFICE
ADMINISTRATORS AND SUBJECT AND
SUPPORT AREA SPECIALISTS**

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than Bachelors | 1.3% | 1.6% | 1.9% | 1.6% | 1.0% | 1.0% | .8% | 1.2% | .4% |
| Bachelors | 50.3 | 52.7 | 49.7 | 47.7 | 47.3 | 46.5 | 45.4 | 43.5 | 41.1 |
| Masters | 43.8 | 39.9 | 41.6 | 43.9 | 42.7 | 40.4 | 41.1 | 40.8 | 41.2 |
| Sixth Year | 2.9 | 3.9 | 5.0 | 4.9 | 7.1 | 9.5 | 10.1 | 11.6 | 14.9 |
| Doctorate | 1.7% | 1.9% | 1.8% | 1.9% | 1.9% | 2.6% | 2.5% | 2.9% | 2.4% |

**AVERAGE AGE
OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT SPECIALISTS WHO LEFT
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 40.6 | 37.8 | 53.5 | 47.2 | 38.4 | 52.7 | 32.0 | 46.0 |
| Black | | | | | | | | |
| Females | 39.4 | 39.0 | 36.7 | 42.6 | 39.7 | 45.6 | 41.0 | 49.0 |
| White | | | | | | | | |
| Males | 38.7 | 42.7 | 38.5 | 42.0 | 44.2 | 45.0 | 41.1 | 47.7 |
| White | | | | | | | | |
| Females | 39.1 | 38.8 | 39.7 | 39.4 | 39.6 | 37.5 | 39.5 | 41.0 |
| Indian | | | | | | | | |
| Males | - | 52.5 | - | - | - | - | - | - |
| Indian | | | | | | | | |
| Females | 26.5 | 26.2 | 45.7 | 32.5 | 31.1 | 28.9 | - | 51.8 |
| Other | | | | | | | | |
| Males | - | - | - | - | 40.1 | - | - | - |
| Other | | | | | | | | |
| Females | - | 31.0 | - | - | 41.3 | - | - | - |
| Yearly | | | | | | | | |
| Average | 38.9 | 39.9 | 39.5 | 40.7 | 40.9 | 41.1 | 40.1 | 40.5 |

**AVERAGE YEARS OF EXPERIENCE
OF CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT SPECIALISTS WHO LEFT
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 14.7 | 11.3 | 23.3 | 16.3 | 11.3 | 25.5 | 9.0 | 9.3 |
| Black | | | | | | | | |
| Females | 15.0 | 12.8 | 8.3 | 15.2 | 13.7 | 17.5 | 12.6 | 22.9 |
| White | | | | | | | | |
| Males | 11.8 | 15.3 | 12.3 | 13.8 | 16.2 | 16.1 | 12.9 | 15.7 |
| White | | | | | | | | |
| Females | 11.7 | 10.7 | 10.9 | 11.4 | 11.4 | 9.8 | 11.3 | 12.4 |
| Indian | | | | | | | | |
| Males | - | 23.0 | - | - | - | - | - | - |
| Indian | | | | | | | | |
| Females | 2.5 | 3.7 | 4.0 | 5.5 | 9.0 | 5.0 | - | 6.0 |
| Other | | | | | | | | |
| Males | - | - | - | - | 17.0 | - | - | - |
| Other | | | | | | | | |
| Females | - | 9.0 | - | - | 19.0 | - | - | - |
| Yearly | | | | | | | | |
| Average | 12.1 | 12.3 | 11.5 | 12.6 | 13.0 | 13.1 | 12.3 | 12.5 |

**RACIAL AND SEXUAL COMPOSITION
OF CENTRAL OFFICE ADMINISTRATORS AND
SUBJECT AND SUPPORT SPECIALISTS WHO LEFT**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 5.1% | 2.8% | 3.3% | 5.6% | 5.1% | 3.7% | 1.7% | 5.9% |
| Females | <u>9.7</u> | <u>8.0</u> | <u>9.2</u> | <u>10.5</u> | <u>8.7</u> | <u>10.2</u> | <u>10.3</u> | <u>6.9</u> |
| Total Black | 14.8 | 10.8 | 12.5 | 16.1 | 13.8 | 13.9 | 12.0 | 12.8 |
| White | | | | | | | | |
| Males | 25.6 | 31.9 | 32.4 | 25.3 | 27.6 | 32.4 | 33.3 | 26.5 |
| Females | <u>58.5</u> | <u>54.9</u> | <u>54.6</u> | <u>57.4</u> | <u>56.5</u> | <u>50.9</u> | <u>54.7</u> | <u>59.8</u> |
| Total White | 84.1 | 86.8 | 87.0 | 82.7 | 84.1 | 83.3 | 88.0 | 86.3 |
| Indian | | | | | | | | |
| Males | - | .5 | - | - | - | - | - | - |
| Females | <u>1.1</u> | <u>1.4</u> | <u>.5</u> | <u>1.2</u> | <u>.7</u> | <u>2.8</u> | <u>-</u> | <u>.9</u> |
| Total Indian | 1.1 | 1.9 | .5 | 1.2 | .7 | 2.8 | - | .9 |
| Other | | | | | | | | |
| Males | - | - | - | - | .7 | - | - | - |
| Females | <u>-</u> | <u>.5</u> | <u>-</u> | <u>-</u> | <u>.7</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | .5 | - | - | 1.4 | - | - | - |
| Total | | | | | | | | |
| Males | 30.7 | 35.2 | 35.7 | 30.9 | 33.4 | 36.1 | 35.0 | 32.4 |
| Females | 69.3% | 64.8% | 64.3% | 69.1% | 66.6% | 63.9% | 65.0% | 67.6% |
| Total Number | 176 | 213 | 185 | 162 | 138 | 108 | 117 | 102 |

**AVERAGE AGE OF NEWLY EMPLOYED
CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT SPECIALISTS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 41.5 | 36.5 | 42.8 | 34.0 | 43.3 | 41.6 | 38.1 | 38.0 |
| Black | | | | | | | | |
| Females | 36.9 | 36.1 | 39.6 | 33.5 | 35.5 | 35.7 | 39.8 | 37.1 |
| White | | | | | | | | |
| Males | 39.4 | 34.2 | 42.7 | 34.4 | 38.0 | 34.2 | 40.9 | 38.3 |
| White | | | | | | | | |
| Females | 36.3 | 34.7 | 36.2 | 34.2 | 35.7 | 34.1 | 37.5 | 37.5 |
| Indian | | | | | | | | |
| Males | 52.5 | - | - | - | 36.7 | - | - | - |
| Indian | | | | | | | | |
| Females | - | 45.7 | 30.8 | - | 28.9 | 33.1 | 38.6 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 39.0 | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 37.6 | 35.0 | 34.0 | 34.2 | 36.4 | 34.7 | 38.6 | 37.7 |

**AVERAGE YEARS OF EXPERIENCE OF NEWLY EMPLOYED
CENTRAL OFFICE ADMINISTRATORS AND SUBJECT
AND SUPPORT SPECIALISTS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 10.9 | 7.9 | 13.9 | 5.8 | 16.6 | 8.9 | 5.0 | 13.0 |
| Black | | | | | | | | |
| Females | 10.3 | 8.8 | 10.7 | 6.4 | 5.6 | 6.8 | 12.5 | 7.7 |
| White | | | | | | | | |
| Males | 10.2 | 6.9 | 14.0 | 7.9 | 9.3 | 6.3 | 11.5 | 9.3 |
| White | | | | | | | | |
| Females | 8.2 | 7.9 | 7.8 | 6.6 | 7.1 | 4.9 | 8.6 | 8.3 |
| Indian | | | | | | | | |
| Males | 23.0 | - | - | - | 10.0 | - | - | - |
| Indian | | | | | | | | |
| Females | - | 4.0 | 5.3 | - | 5.0 | 10.0 | 3.0 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 6.0 | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 9.1 | 7.8 | 10.1 | 7.0 | 7.9 | 5.7 | 9.4 | 8.7 |

**RACIAL AND SEXUAL COMPOSITION
OF NEWLY EMPLOYED CENTRAL OFFICE ADMINISTRATORS AND
SUBJECT AND SUPPORT SPECIALISTS**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 4.6% | 4.2% | 5.4% | 4.1% | 4.1% | 6.4% | 4.3% | 3.1% |
| Females | <u>11.1</u> | <u>18.2</u> | <u>10.2</u> | <u>10.6</u> | <u>5.7</u> | <u>8.8</u> | <u>8.0</u> | <u>7.0</u> |
| Total Black | 15.7 | 22.4 | 15.6 | 14.7 | 9.8 | 15.2 | 12.3 | 10.1 |
| White | | | | | | | | |
| Males | 27.2 | 23.0 | 27.7 | 38.2 | 26.0 | 24.8 | 24.7 | 25.0 |
| Females | <u>56.3</u> | <u>44.0</u> | <u>54.7</u> | <u>47.1</u> | <u>61.1</u> | <u>59.2</u> | <u>61.6</u> | <u>64.9</u> |
| Total White | 83.5 | 77.0 | 82.4 | 85.3 | 87.0 | 84.0 | 86.3 | 89.9 |
| Indian | | | | | | | | |
| Males | - | - | - | - | .8 | - | - | - |
| Females | <u>-</u> | <u>.6</u> | <u>2.0</u> | <u>-</u> | <u>2.4</u> | <u>.8</u> | <u>1.4</u> | <u>-</u> |
| Total Indian | .4 | .6 | 2.0 | - | 3.2 | .8 | 1.4 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>.4</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | .4 | - | - | - | - | - | - | - |
| Total | | | | | | | | |
| Males | 32.2 | 27.2 | 33.1 | 42.3 | 30.9 | 31.2 | 29.0 | 28.1 |
| Females | 67.8% | 72.8% | 66.9% | 57.7% | 69.1% | 68.8% | 69.6% | 71.9% |
| Total Number | 279 | 165 | 148 | 123 | 123 | 125 | 138 | 128 |

CENTRAL OFFICE ADMINISTRATORS AND SUBJECT AND SUPPORT SPECIALISTS

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPERIENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent* | |
| 0 | 26 | 85.29 | 5 | 14.71 | 0 | 0.00 | 34 |
| 1 | 26 | 92.86 | 2 | 7.14 | 0 | 0.00 | 28 |
| 2 | 34 | 91.89 | 3 | 8.11 | 0 | 0.00 | 37 |
| 3 | 37 | 88.10 | 5 | 11.90 | 0 | 0.00 | 42 |
| 4 | 33 | 91.67 | 3 | 8.33 | 0 | 0.00 | 36 |
| 5 | 23 | 82.14 | 5 | 17.86 | 0 | 0.00 | 28 |
| 6 | 35 | 94.59 | 2 | 5.41 | 0 | 0.00 | 37 |
| 7 | 36 | 85.71 | 6 | 14.29 | 0 | 0.00 | 42 |
| 8 | 24 | 80.00 | 4 | 13.33 | 0 | 0.00 | 30 |
| 9 | 53 | 89.83 | 5 | 8.47 | 2 | 6.67 | 59 |
| 10 | 42 | 89.36 | 5 | 10.64 | 1 | 1.67 | 47 |
| 11 | 43 | 84.31 | 8 | 15.69 | 0 | 0.00 | 51 |
| 12 | 50 | 84.75 | 6 | 10.17 | 0 | 0.00 | 59 |
| 13 | 50 | 86.21 | 8 | 13.79 | 3 | 5.08 | 58 |
| 14 | 48 | 88.89 | 5 | 9.26 | 0 | 0.00 | 54 |
| 15 | 34 | 89.47 | 4 | 10.53 | 1 | 1.8* | 38 |
| 16 | 37 | 78.7* | 9 | 19.15 | 0 | 0.00 | 47 |
| 17 | 43 | 87.16 | 5 | 10.20 | 1 | 2.13 | 49 |
| 18 | 27 | 87.10 | 4 | 12.90 | 1 | 2.04 | 31 |
| 19 | 31 | 91.18 | 3 | 8.82 | 0 | 0.00 | 34 |
| 20 | 31 | 100.00 | 0 | 0.00 | 0 | 0.00 | 31 |
| 21 | 40 | 97.56 | 1 | 2.44 | 0 | 0.00 | 41 |
| 22 | 29 | 85.29 | 5 | 14.71 | 0 | 0.00 | 34 |
| 23 | 31 | 91.18 | 3 | 8.82 | 0 | 0.00 | 34 |
| 24 | 22 | 78.57 | 6 | 21.43 | 0 | 0.00 | 28 |
| 25 | 24 | 85.71 | 4 | 14.29 | 0 | 0.00 | 28 |
| 26 | 20 | 86.96 | 3 | 13.04 | 0 | 0.00 | 23 |
| 27 | 25 | 80.65 | 6 | 19.35 | 0 | 0.00 | 31 |
| 28 | 15 | 75.00 | 5 | 25.00 | 0 | 0.00 | 20 |
| 29 | 14 | 70.00 | 6 | 30.00 | 0 | 0.00 | 20 |
| 30 | 9 | 81.82 | 2 | 18.18 | 0 | 0.00 | 11 |
| 31 | 9 | 90.00 | 1 | 10.00 | 0 | 0.00 | 10 |
| 32 | 5 | 71.43 | 2 | 28.57 | 0 | 0.00 | 7 |
| 33 | 9 | 81.82 | 2 | 18.18 | 0 | 0.00 | 11 |
| 34 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| 35 | 5 | 100.00 | 0 | 0.00 | 0 | 0.00 | 5 |
| 36 | 6 | 85.71 | 1 | 14.29 | 0 | 0.00 | 7 |
| 37 | 1 | 33.33 | 2 | 66.67 | 0 | 0.00 | 3 |
| 38 | 1 | 50.00 | 1 | 50.00 | 0 | 0.00 | 2 |
| 39 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 40 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| 41 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 42 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 43 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 44 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 45 | | | | | | | |
| 46 | | | | | | | |
| 47 | | | | | | | |
| GRAND TOTAL | 1033 | 86.73 | 149 | 12.51 | 9 | 0.76 | 1191 |

LIBRARIANS

LIBRARIANS

Characteristics of Librarians

The average age of librarians increased from 42.7 in 1978-79 to 44.5 in 1986-87 and their average experience level fluctuated from year-to-year, averaging about 15.2 years of experience over this period. The racial composition of librarians shows a decline in the percentage of Blacks, and a small increase in the percent of Whites and Indians. Between 1978-79 and 1986-87, the percentage of Black librarians decreased from 19.5 to 17.7 percent, White librarians increased from 79.5 to 81.0 percent and Indian librarians increased from 0.7 to 1.1 percent of the total. Over the same period, the male-female composition of librarians remained relatively constant, averaging about 3.7 percent male and 96.3 percent female. Between 1978-79 and 1986-87, the percentage of librarians holding advanced degrees increased. In 1978-79, 43.5 percent of all librarians held advanced degrees beyond the bachelors level. By 1986-87, 57.3 percent of the librarians had advanced degrees.

Characteristics of Librarians Leaving

The average age of librarians leaving fluctuated from year-to-year, averaging about 46.0 years over the eight-year period from 1978-79 to 1985-86. Over the same period, the average years of experience of those leaving varied, averaging about 16.4 years. The racial composition of persons leaving librarian positions shows considerable year-to-year variation, and does not indicate a clear trend as far as the race of those leaving is concerned. The male-female composition of persons leaving librarian positions varied from year-to-year, but shows a trend toward a higher percent of males leaving and a lower percent of females leaving. Over the eight-year period from 1978-79 to 1985-86, males averaged about 5.1 percent of those leaving and females averaged 94.9 percent of those leaving.

Characteristics of Newly Employed Librarians

The average age of newly employed librarians has increased over the 1979-80 to 1986-87 period. Between 1979-80 and 1986-87, the average age of newly employed librarians increased from 34.5 to 39.5. The average experience level of new librarians varies from year-to-year, averaging about 7.0 years of experience over the period from 1979-80 to 1986-87. The percentage of Blacks hired as librarians dropped significantly from 15.9 percent in 1979-80 to 11.9 percent in 1986-87. Over the same period, the percent of newly employed White librarians increased from 82.4 percent to 86.1 percent. The number of newly employed Indian librarians is too small to indicate any trend. The male-female composition of newly employed librarians varies considerably from year-to-year, with no clear trend. Over the eight-year period from 1979-80 to 1986-87, about 4.8 percent of the new librarians were male and about 95.2 percent were female.

**AVERAGE AGE OF
LIBRARIANS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 40.1 | 36.7 | 37.5 | 42.1 | 44.2 | 43.8 | 45.0 | 42.7 | 36.1 |
| Black | | | | | | | | | |
| Females | 44.5 | 44.0 | 44.9 | 45.2 | 45.4 | 45.7 | 46.5 | 46.6 | 46.8 |
| White | | | | | | | | | |
| Males | 41.0 | 40.4 | 42.0 | 42.5 | 43.7 | 44.3 | 43.2 | 43.1 | 43.6 |
| White | | | | | | | | | |
| Females | 42.4 | 42.2 | 42.6 | 42.9 | 42.8 | 43.3 | 43.7 | 43.6 | 44.1 |
| Indian | | | | | | | | | |
| Males | - | 44.6 | - | - | 35.5 | 36.8 | 37.5 | 38.5 | 39.5 |
| Indian | | | | | | | | | |
| Females | 43.8 | 42.8 | 44.5 | 42.1 | 38.8 | 38.4 | 38.3 | 39.1 | 38.9 |
| Other | | | | | | | | | |
| Males | - | - | 53.0 | - | - | - | - | - | - |
| Other | | | | | | | | | |
| Females | 40.5 | 39.7 | 35.7 | 41.8 | 46.2 | 43.5 | 45.4 | 46.4 | 47.3 |
| Yearly | | | | | | | | | |
| Average | 42.7 | 42.5 | 42.9 | 43.3 | 43.2 | 43.7 | 44.1 | 44.1 | 44.5 |

**AVERAGE YEARS OF EXPERIENCE
OF LIBRARIANS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 14.1 | 10.0 | 11.9 | 16.2 | 18.1 | 17.2 | 18.9 | 15.3 | 10.3 |
| Black | | | | | | | | | |
| Females | 19.8 | 18.7 | 19.6 | 19.9 | 20.0 | 19.2 | 20.0 | 20.3 | 21.1 |
| White | | | | | | | | | |
| Males | 14.1 | 13.8 | 15.1 | 15.8 | 16.8 | 17.2 | 15.8 | 16.1 | 16.2 |
| White | | | | | | | | | |
| Females | 14.5 | 13.5 | 13.9 | 14.3 | 14.2 | 13.6 | 14.2 | 14.3 | 14.8 |
| Indian | | | | | | | | | |
| Males | - | 2.0 | - | - | 13.0 | 13.0 | 13.0 | 14.0 | 15.0 |
| Indian | | | | | | | | | |
| Females | 19.9 | 17.8 | 19.1 | 17.4 | 13.9 | 12.7 | 12.3 | 12.7 | 13.3 |
| Other | | | | | | | | | |
| Males | - | - | 29.0 | - | - | - | - | - | - |
| Other | | | | | | | | | |
| Females | 11.8 | 11.3 | 7.6 | 12.0 | 13.2 | 11.2 | 13.5 | 14.5 | 15.5 |
| Yearly | | | | | | | | | |
| Average | 15.5 | 14.5 | 15.0 | 15.4 | 15.4 | 14.8 | 15.2 | 15.4 | 15.8 |

RACIAL AND SEXUAL COMPOSITION OF LIBRARIANS

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | .4% | .2% | .4% | .5% | .5% | .3% | .3% | .4% | .2% |
| Females | <u>19.1</u> | <u>18.8</u> | <u>18.7</u> | <u>18.1</u> | <u>18.1</u> | <u>18.3</u> | <u>17.6</u> | <u>17.6</u> | <u>17.5</u> |
| Total Black | 19.5 | 19.0 | 19.1 | 18.6 | 18.6 | 18.6 | 17.9 | 18.0 | 17.7 |
| White | | | | | | | | | |
| Males | 3.0 | 3.5 | 4.0 | 3.6 | 3.3 | 3.1 | 3.0 | 3.0 | 3.0 |
| Females | <u>76.5</u> | <u>76.4</u> | <u>75.8</u> | <u>76.9</u> | <u>77.0</u> | <u>77.0</u> | <u>77.8</u> | <u>77.7</u> | <u>78.0</u> |
| Total White | 79.5 | 79.9 | 79.8 | 80.5 | 80.3 | 80.1 | 80.8 | 80.7 | 81.0 |
| Indian | | | | | | | | | |
| Males | - | .1 | - | - | .1 | .1 | .1 | .1 | .1 |
| Females | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.7</u> | <u>.8</u> | <u>.9</u> | <u>1.0</u> | <u>1.0</u> | <u>1.0</u> |
| Total Indian | .7 | .8 | .7 | .7 | .9 | 1.0 | 1.1 | 1.1 | 1.1 |
| Other | | | | | | | | | |
| Males | - | - | .1 | - | - | - | - | - | - |
| Females | <u>.3</u> | <u>.3</u> | <u>.3</u> | <u>.2</u> | <u>.2</u> | <u>.3</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> |
| Total Other | .3 | .3 | .4 | .2 | .2 | .3 | .2 | .2 | .2 |
| Total | | | | | | | | | |
| Males | 3.4 | 3.8 | 4.5 | 4.1 | 3.9 | 3.5 | 3.4 | 3.5 | 3.3 |
| Females | 96.6% | 96.2% | 95.5% | 95.9% | 96.1% | 96.5% | 96.6% | 96.5% | 96.7% |
| Total | | | | | | | | | |
| Number | 1849 | 1959 | 1943 | 1926 | 1939 | 1950 | 1962 | 1970 | 1947 |

HIGHEST DEGREE HELD BY LIBRARIANS

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-----------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than | | | | | | | | | |
| Bachelors | .4% | .1% | .1% | .2% | .3% | .3% | .5% | .2% | .2% |
| Bachelors | 56.1 | 56.1 | 53.8 | 50.7 | 49.7 | 48.4 | 46.8 | 44.4 | 42.5 |
| Masters | 43.1 | 43.4 | 45.6 | 48.7 | 49.5 | 50.8 | 51.5 | 54.1 | 56.1 |
| Sixth | | | | | | | | | |
| Year | .4 | .4 | .4 | .4 | .5 | .5 | 1.1 | 1.2 | 1.1 |
| Doctorate | - | - | .1% | - | - | - | .1% | .1% | .1% |

**AVERAGE AGE
OF LIBRARIANS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | - | - | 25.1 | 29.1 | 59.0 | - | - | 54.8 |
| Black | | | | | | | | |
| Females | 47.9 | 49.6 | 48.7 | 54.6 | 45.8 | 46.5 | 51.9 | 49.7 |
| White | | | | | | | | |
| Males | 56.9 | 56.0 | 41.1 | 35.8 | 53.1 | 54.8 | 44.9 | 43.8 |
| White | | | | | | | | |
| Females | 44.3 | 44.8 | 45.6 | 47.5 | 44.4 | 43.4 | 49.0 | 46.0 |
| Indian | | | | | | | | |
| Males | - | - | - | - | 35.3 | - | - | - |
| Indian | | | | | | | | |
| Females | 61.0 | 28.5 | 47.5 | 59.8 | - | - | 38.6 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 41.1 | 55.3 | 30.9 | - | - | 40.1 | - | - |
| Yearly | | | | | | | | |
| Average | 45.3 | 45.1 | 45.5 | 47.7 | 45.1 | 44.1 | 48.9 | 46.5 |

**AVERAGE YEARS OF EXPERIENCE
OF LIBRARIANS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | - | - | 2.0 | 4.0 | 35.5 | - | - | 27.0 |
| Black | | | | | | | | |
| Females | 21.5 | 22.6 | 23.2 | 27.2 | 21.9 | 21.2 | 23.7 | 21.2 |
| White | | | | | | | | |
| Males | 24.5 | 20.0 | 11.7 | 10.5 | 22.6 | 21.8 | 16.3 | 15.1 |
| White | | | | | | | | |
| Females | 14.4 | 14.9 | 15.7 | 17.5 | 15.5 | 11.4 | 17.1 | 16.0 |
| Indian | | | | | | | | |
| Males | - | - | - | - | 13.0 | - | - | - |
| Indian | | | | | | | | |
| Females | 35.0 | 7.0 | 20.0 | 35.0 | - | - | 11.7 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 8.0 | 32.0 | 3.7 | - | - | 6.0 | - | - |
| Yearly | | | | | | | | |
| Average | 16.0 | 15.9 | 16.4 | 18.5 | 17.0 | 12.9 | 17.9 | 16.9 |

RACIAL AND SEXUAL COMPOSITION OF LIBRARIANS LEAVING

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | - | - | .6% | .6% | 1.7% | - | - | 1.8% |
| Females | <u>19.3</u> | <u>10.0</u> | <u>13.8</u> | <u>13.4</u> | <u>13.0</u> | <u>12.3</u> | <u>14.3</u> | <u>14.4</u> |
| Total Black | 19.3 | 10.0 | 14.4 | 14.0 | 14.7 | 12.3 | 14.3 | 16.2 |
| White | | | | | | | | |
| Males | 1.4 | 2.0 | 4.8 | 6.4 | 4.4 | 3.8 | 5.7 | 6.3 |
| Females | <u>77.9</u> | <u>86.6</u> | <u>76.6</u> | <u>78.3</u> | <u>80.0</u> | <u>83.1</u> | <u>77.9</u> | <u>77.5</u> |
| Total White | 79.3 | 88.6 | 81.4 | 84.7 | 84.4 | 86.9 | 83.6 | 83.8 |
| Indian | | | | | | | | |
| Males | - | - | - | - | .9 | - | - | - |
| Females | <u>.7</u> | <u>.7</u> | <u>2.4</u> | <u>1.3</u> | <u>-</u> | <u>-</u> | <u>2.1</u> | <u>-</u> |
| Total Indian | .7 | .7 | 2.4 | 1.3 | .9 | - | 2.1 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>.7</u> | <u>.7</u> | <u>1.8</u> | <u>-</u> | <u>-</u> | <u>.8</u> | <u>-</u> | <u>-</u> |
| Total Other | .7 | .7 | 1.8 | - | - | .8 | - | - |
| Total | | | | | | | | |
| Males | 1.4 | 2.0 | 5.4 | 7.0 | 7.0 | 3.8 | 5.7 | 8.1 |
| Females | 98.6% | 98.0% | 94.6% | 93.0% | 93.0% | 96.2% | 94.3% | 91.9% |
| Total Number | 140 | 150 | 167 | 157 | 115 | 130 | 140 | 111 |

**AVERAGE AGE
OF NEWLY EMPLOYED LIBRARIANS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 24.1 | - | 35.7 | - | - | - | 25.0 | 31.1 |
| Black | | | | | | | | |
| Females | 34.4 | 39.9 | 37.0 | 35.9 | 34.7 | 39.1 | 42.9 | 39.1 |
| White | | | | | | | | |
| Males | 33.9 | 47.4 | 41.8 | 49.6 | 46.0 | 36.0 | 41.4 | 37.3 |
| White | | | | | | | | |
| Females | 34.6 | 36.6 | 37.2 | 35.6 | 37.7 | 38.0 | 37.1 | 40.0 |
| Indian | | | | | | | | |
| Males | 44.6 | - | - | 35.5 | - | 37.5 | - | - |
| Indian | | | | | | | | |
| Females | - | 38.1 | 27.4 | 28.3 | 27.6 | 28.8 | 43.2 | 34.2 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 35.2 | - | - | - | 43.1 | - | - | - |
| Yearly | | | | | | | | |
| Average | 34.5 | 37.2 | 37.2 | 35.8 | 37.4 | 37.7 | 38.0 | 39.5 |

**AVERAGE YEARS OF EXPERIENCE
OF NEWLY EMPLOYED LIBRARIANS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 1.0 | - | 3.0 | - | - | - | 1.0 | 2.0 |
| Black | | | | | | | | |
| Females | 9.2 | 14.4 | 14.4 | 7.6 | 6.8 | 12.4 | 12.0 | 12.4 |
| White | | | | | | | | |
| Males | 10.3 | 15.3 | 11.0 | 20.5 | 19.0 | 5.7 | 12.9 | 8.4 |
| White | | | | | | | | |
| Females | 6.0 | 7.3 | 7.5 | 5.7 | 5.8 | 6.2 | 5.3 | 6.8 |
| Indian | | | | | | | | |
| Males | 23.0 | - | - | 13.0 | - | 13.0 | - | - |
| Indian | | | | | | | | |
| Females | - | 5.0 | 4.0 | 1.0 | 3.5 | 2.3 | 0.0 | 6.0 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 5.5 | - | - | - | 8.5 | - | - | - |
| Yearly | | | | | | | | |
| Average | 6.8 | 8.1 | 8.3 | 6.2 | 6.1 | 6.6 | 6.5 | 7.5 |

**RACIAL AND SEXUAL COMPOSITION
OF NEWLY EMPLOYED
LIBRARIANS**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | .6% | - | .8% | - | - | - | .8% | 1.0% |
| Females | <u>15.3</u> | <u>8.1</u> | <u>10.8</u> | <u>10.5</u> | <u>12.3</u> | <u>7.4</u> | <u>11.5</u> | <u>10.9</u> |
| Total Black | 15.9 | 8.1 | 11.6 | 10.5 | 12.3 | 7.4 | 12.3 | 11.9 |
| White | | | | | | | | |
| Males | 5.6 | 2.4 | 2.5 | 1.5 | .9 | 6.5 | 5.6 | 6.9 |
| Females | <u>76.8</u> | <u>88.7</u> | <u>85.1</u> | <u>86.6</u> | <u>83.0</u> | <u>82.8</u> | <u>80.3</u> | <u>79.2</u> |
| Total White | 82.4 | 91.1 | 87.6 | 88.1 | 83.9 | 89.3 | 86.9 | 86.1 |
| Indian | | | | | | | | |
| Males | .6 | - | - | .7 | - | .8 | - | - |
| Females | <u>-</u> | <u>.8</u> | <u>.8</u> | <u>.7</u> | <u>1.9</u> | <u>2.5</u> | <u>.8</u> | <u>2.0</u> |
| Total Indian | .6 | .8 | .8 | 1.4 | 1.9 | 3.3 | .8 | 2.0 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>1.1</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>1.9</u> | <u>-</u> | <u>-</u> |
| Total Other | 1.1 | - | - | - | - | 1.9 | - | - |
| Total | | | | | | | | |
| Males | 6.8 | 2.4 | 3.3 | 2.2 | .9 | 7.3 | 7.4 | 7.9 |
| Females | 93.2% | 97.6% | 96.7% | 97.8% | 99.1% | 92.7% | 92.6% | 92.1% |
| Total Number | 177 | 123 | 121 | 134 | 106 | 122 | 122 | 101 |

LIBRARIANS

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPER ENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent* | |
| 0 | 19 | 100.00 | 0 | 0.00 | 0 | 0.00 | 19 |
| 1 | 26 | 89.66 | 2 | 6.90 | 1 | 3.45 | 29 |
| 2 | 24 | 77.42 | 6 | 19.35 | 1 | 3.23 | 31 |
| 3 | 41 | 91.11 | 3 | 6.67 | 1 | 2.22 | 45 |
| 4 | 41 | 89.13 | 4 | 8.70 | 1 | 2.17 | 46 |
| 5 | 42 | 89.36 | 5 | 10.64 | 0 | 0.00 | 47 |
| 6 | 48 | 96.00 | 2 | 4.00 | 0 | 0.00 | 50 |
| 7 | 54 | 93.10 | 3 | 5.17 | 1 | 1.72 | 58 |
| 8 | 56 | 90.32 | 5 | 8.06 | 1 | 1.61 | 62 |
| 9 | 58 | 91.56 | 9 | 13.04 | 2 | 2.90 | 69 |
| 10 | 72 | 91.14 | 6 | 7.59 | 1 | 1.27 | 79 |
| 11 | 62 | 81.58 | 13 | 17.11 | 1 | 1.32 | 76 |
| 12 | 86 | 86.00 | 13 | 13.00 | 1 | 1.00 | 100 |
| 13 | 88 | 91.67 | 7 | 7.61 | 1 | 1.04 | 96 |
| 14 | 84 | 89.13 | 7 | 7.61 | 3 | 3.26 | 92 |
| 15 | 77 | 81.05 | 17 | 17.89 | 1 | 1.05 | 95 |
| 16 | 70 | 87.50 | 8 | 10.00 | 2 | 2.50 | 80 |
| 17 | 90 | 92.78 | 6 | 6.19 | 1 | 1.03 | 97 |
| 18 | 75 | 80.65 | 18 | 19.35 | 0 | 0.00 | 93 |
| 19 | 59 | 76.62 | 18 | 23.38 | 0 | 0.00 | 77 |
| 20 | 57 | 78.08 | 15 | 20.55 | 1 | 1.37 | 73 |
| 21 | 51 | 83.61 | 10 | 16.39 | 0 | 0.00 | 61 |
| 22 | 50 | 78.13 | 13 | 26.31 | 1 | 1.56 | 64 |
| 23 | 38 | 73.08 | 13 | 25.00 | 1 | 1.92 | 52 |
| 24 | 29 | 70.73 | 12 | 29.27 | 0 | 0.00 | 41 |
| 25 | 34 | 68.00 | 15 | 30.00 | 1 | 2.00 | 50 |
| 26 | 22 | 62.86 | 13 | 37.14 | 0 | 0.00 | |
| 27 | 22 | 58.97 | 16 | 41.03 | 0 | 0.00 | 39 |
| 28 | 16 | 59.26 | 10 | 37.04 | 1 | 3.70 | 27 |
| 29 | 15 | 50.00 | 11 | 46.67 | 1 | 3.33 | 30 |
| 30 | 15 | 55.56 | 12 | 44.44 | 0 | 0.00 | 27 |
| 31 | 16 | 66.67 | 8 | 33.33 | 0 | 0.00 | 24 |
| 32 | 6 | 46.15 | 7 | 53.85 | 0 | 0.00 | 13 |
| 33 | 12 | 57.14 | 9 | 42.86 | 0 | 0.00 | 21 |
| 34 | 13 | 65.00 | 7 | 35.00 | 0 | 0.00 | 20 |
| 35 | 1 | 33.33 | 2 | 66.67 | 0 | 0.00 | 3 |
| 36 | 4 | 57.14 | 3 | 42.86 | 0 | 0.00 | 7 |
| 37 | 2 | 33.33 | 4 | 66.67 | 0 | 0.00 | 6 |
| 38 | 2 | 40.00 | | 60.00 | 0 | 0.00 | 5 |
| 39 | 1 | 25.00 | 3 | 75.00 | 0 | 0.00 | 4 |
| 40 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 41 | 0 | 0.00 | 2 | 100.00 | 0 | 0.00 | 2 |
| 42 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 43 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| GRAND TOTAL | 1577 | 81.00 | 245 | 17.72 | 25 | 1.28 | 1947 |

GUIDANCE COUNSELORS

GUIDANCE COUNSELORS

Characteristics of Guidance Counselors

The average age of guidance counselors increased from 40.4 in 1978-79 to 42.5 in 1986-87. Over the same period, the average experience level varied, averaging 14.6 years of experience. The racial composition of the guidance counselor staff remained relatively constant between 1978-79 and 1986-87, with Blacks comprising an average of 23.2 percent of the staff, Whites about 75.6 percent, and Indians about 1.0 percent. Between 1978-79 and 1986-87, males declined from 27.9 to 23.1 percent of the guidance staff and females increased from 72.1 to 76.9 percent of the staff. From 1978-79 to 1986-87, the percent of guidance counselors with advanced degrees remained relatively constant. In 1978-79, 91.3 percent held advanced degrees and in 1986-87, 92.2 percent held advanced degrees. However, in 1986-87, a higher percent (5.7%) held sixth year certificates or doctorates than the 2.6 percent of the guidance counselors that held these degrees in 1978-79.

Characteristics of Guidance Counselors Leaving

The average age of guidance counselors who left increased from 40.1 in 1978-79 to 45.1 in 1985-86; however, there were significant fluctuations from year-to-year. The experience level of those leaving increased from 12.7 in 1978-79 to 15.6 in 1985-86, but there were significant variations from year-to-year. Of the guidance counselors leaving between 1978-79 and 1985-86, an average of about 20.7 percent were Black, 78.4 percent were White, and 0.9 percent were Indian. During the same period, the percentage of males leaving decreased slightly from 25.6 percent in 1978-79 to 24.2 percent in 1985-86 and the percent of females leaving increased from 74.4 to 75.8 percent, although there were significant variations among years.

Characteristics of Newly Employed Guidance Counselors

The average age of new guidance counselors increased from 33.9 in 1979-80 to 36.8 in 1986-87. Although there were yearly variations, the average years of experience of new guidance counselors increased from 6.1 in 1979-80 to 6.6 in 1986-87. The racial and sexual mix of new guidance counselors varied from year-to-year. Over the eight-year period from 1979-80 to 1986-87, Blacks comprised an average of 20.9 percent of the newly hired guidance counselors and Whites made up an average of 78.1 percent of those hired. Indians made up about 1.0 percent of the counselors hired over the same period. The percent of males dropped from 26.4 percent in 1979-80 to 16.6 percent in 1986-87 and the percent of females increased from 73.6 percent to 83.4 percent over the same time period.

**AVERAGE AGE OF
GUIDANCE COUNSELORS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 38.9 | 38.8 | 38.8 | 40.7 | 40.9 | 41.5 | 42.0 | 41.2 | 42.8 |
| Black | | | | | | | | | |
| Females | 41.8 | 41.5 | 41.7 | 42.2 | 42.3 | 42.5 | 42.2 | 42.1 | 42.6 |
| White | | | | | | | | | |
| Males | 40.0 | 40.0 | 40.7 | 41.4 | 41.9 | 42.0 | 42.0 | 42.4 | 43.4 |
| White | | | | | | | | | |
| Females | 40.3 | 40.2 | 40.6 | 41.2 | 41.5 | 41.7 | 42.2 | 42.0 | 42.1 |
| Indian | | | | | | | | | |
| Males | 43.3 | 43.3 | 42.2 | 43.2 | 44.2 | 43.2 | 42.8 | 41 | 46.9 |
| Indian | | | | | | | | | |
| Females | 37.3 | 39.2 | 40.0 | 41.6 | 43.6 | 42.4 | 42.2 | 43.2 | 42.7 |
| Other | | | | | | | | | |
| Males | 32.4 | - | 34.4 | 35.4 | - | 37.4 | 46.5 | 41.9 | 42.9 |
| Other | | | | | | | | | |
| Females | 38.5 | 42.7 | 37.6 | 38.1 | 46.4 | 48.1 | 49.1 | 54.7 | 46.7 |
| Yearly | | | | | | | | | |
| Average | 40.4 | 40.3 | 40.6 | 41.3 | 41.6 | 41.7 | 42.1 | 42.1 | 42.5 |

**AVERAGE YEARS OF EXPERIENCE
OF GUIDANCE COUNSELORS BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 14.5 | 13.4 | 14.0 | 16.1 | 16.0 | 15.7 | 15.7 | 14.8 | 17.0 |
| Black | | | | | | | | | |
| Females | 17.4 | 16.1 | 16.4 | 16.9 | 17.2 | 16.3 | 15.8 | 15.7 | 16.3 |
| White | | | | | | | | | |
| Males | 14.2 | 13.5 | 14.1 | 15.0 | 15.5 | 14.8 | 14.9 | 15.2 | 16.0 |
| White | | | | | | | | | |
| Females | 14.2 | 13.2 | 13.6 | 14.2 | 14.4 | 13.5 | 13.8 | 13.4 | 13.5 |
| Indian | | | | | | | | | |
| Males | 20.4 | 19.0 | 17.7 | 18.7 | 19.7 | 17.5 | 17.0 | 20.1 | 22.6 |
| Indian | | | | | | | | | |
| Females | 15.9 | 16.7 | 16.6 | 18.7 | 21.5 | 18.2 | 20.1 | 18.7 | 16.1 |
| Other | | | | | | | | | |
| Males | 4.0 | - | 6.0 | 7.0 | - | 8.0 | 8.0 | 6.0 | 7.0 |
| Other | | | | | | | | | |
| Females | 14.0 | 15.5 | 13.3 | 14.5 | 21.7 | 16.5 | 17.5 | 25.0 | 20.5 |
| Yearly | | | | | | | | | |
| Average | 14.9 | 13.9 | 14.3 | 15.0 | 15.3 | 14.4 | 14.5 | 14.3 | 14.7 |

RACIAL AND SEXUAL COMPOSITION OF GUIDANCE COUNSELORS

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 5.3% | 5.2% | 5.0% | 5.1% | 4.6% | 4.6% | 4.2% | 4.6% | 4.1% |
| Females | <u>18.1</u> | <u>18.5</u> | <u>18.4</u> | <u>18.1</u> | <u>17.9</u> | <u>18.4</u> | <u>19.4</u> | <u>18.8</u> | <u>18.3</u> |
| Total Black | 23.4 | 23.7 | 23.4 | 23.2 | 22.5 | 23.0 | 23.6 | 23.4 | 22.4 |
| White | | | | | | | | | |
| Males | 22.2 | 22.5 | 20.7 | 20.7 | 20.0 | 20.0 | 20.0 | 18.9 | 18.5 |
| Females | <u>53.4</u> | <u>52.8</u> | <u>54.5</u> | <u>54.7</u> | <u>56.4</u> | <u>55.9</u> | <u>55.3</u> | <u>56.5</u> | <u>57.6</u> |
| Total White | 75.6 | 75.3 | 75.2 | 75.4 | 76.4 | 75.9 | 75.3 | 75.4 | 76.1 |
| Indian | | | | | | | | | |
| Males | .3 | .4 | .4 | .4 | .4 | .4 | .4 | .4 | .3 |
| Females | <u>.5</u> | <u>.4</u> | <u>.7</u> | <u>.7</u> | <u>.5</u> | <u>.5</u> | <u>.5</u> | <u>.5</u> | <u>.9</u> |
| Total Indian | .8 | .8 | 1.1 | 1.1 | .9 | .9 | .9 | .9 | 1.2 |
| Other | | | | | | | | | |
| Males | .1 | - | .1 | .1 | - | .1 | .1 | .2 | .2 |
| Females | <u>.1</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.2</u> | <u>.1</u> | <u>.1</u> | <u>.1</u> | <u>.1</u> |
| Total Other | .2 | .2 | .3 | .3 | .2 | .2 | .2 | .3 | .3 |
| Total | | | | | | | | | |
| Males | 27.9 | 28.1 | 26.2 | 26.3 | 25.0 | 25.1 | 24.7 | 24.1 | 23.1 |
| Females | 72.1% | 71.9% | 73.8% | 73.7% | 75.0% | 74.9% | 75.3% | 75.9% | 76.9% |
| Total Number | 1555 | 1656 | 1666 | 1638 | 1622 | 1698 | 1802 | 1944 | 1935 |

HIGHEST DEGREE HELD BY GUIDANCE COUNSELORS

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than Bachelors | .1% | .1% | - | - | - | .1% | .2% | .1% | .1% |
| Bachelors | 8.6 | 10.2 | 8.7 | 6.6 | 5.9 | 7.5 | 8.9 | 8.7 | 11.7 |
| Masters | 88.7 | 87.5 | 88.6 | 90.5 | 91.1 | 88.6 | 86.4 | 86.1 | 86.5 |
| Sixth Year | 2.1 | 1.7 | 2.2 | 2.6 | 2.6 | 3.3 | 3.7 | 4.3 | 4.9 |
| Doctorate | .5% | .5% | .5% | .3% | .4% | .5% | .8% | .8% | .8% |

**AVERAGE AGE
OF GUIDANCE COUNSELORS LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 39.5 | 37.0 | 32.0 | 53.7 | 47.4 | 39.6 | 49.5 | 39.2 |
| Black | | | | | | | | |
| Females | 42.7 | 41.1 | 38.4 | 48.1 | 48.9 | 53.7 | 42.0 | 44.3 |
| White | | | | | | | | |
| Males | 39.2 | 39.7 | 37.8 | 43.7 | 44.7 | 43.2 | 43.6 | 46.7 |
| White | | | | | | | | |
| Females | 40.0 | 38.8 | 39.1 | 41.6 | 43.6 | 40.1 | 44.3 | 45.3 |
| Indian | | | | | | | | |
| Males | - | - | - | - | 43.8 | - | - | 42.1 |
| Indian | | | | | | | | |
| Females | 31.5 | - | 33.7 | 41.0 | 42.7 | 36.3 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 40.1 | 39.4 | 38.2 | 43.3 | 44.5 | 41.9 | 43.9 | 45.1 |

**AVERAGE YEARS OF EXPERIENCE
OF GUIDANCE COUNSELORS LEAVING BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 9.6 | 7.7 | 6.2 | 29.2 | 21.0 | 11.4 | 23.8 | 10.7 |
| Black | | | | | | | | |
| Females | 16.3 | 14.9 | 12.6 | 19.6 | 23.5 | 28.0 | 15.0 | 17.2 |
| White | | | | | | | | |
| Males | 10.8 | 11.9 | 10.3 | 15.4 | 15.7 | 13.0 | 15.1 | 16.9 |
| White | | | | | | | | |
| Females | 12.8 | 11.6 | 12.4 | 14.0 | 15.1 | 11.7 | 15.6 | 15.1 |
| Indian | | | | | | | | |
| Males | - | - | - | - | 21.0 | - | - | 19.0 |
| Indian | | | | | | | | |
| Females | 11.0 | - | 4.0 | 14.5 | 21.0 | 14.0 | - | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 12.7 | 12.2 | 11.6 | 15.7 | 16.5 | 13.6 | 15.6 | 15.6 |

YEARLY RACIAL AND SEXUAL COMPOSITION OF GUIDANCE COUNSELORS LEAVING

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 5.9% | 5.0% | 6.9% | 3.8% | 2.7% | 6.8% | 3.3% | 4.7% |
| Females | <u>12.5</u> | <u>21.8</u> | <u>17.1</u> | <u>14.4</u> | <u>12.6</u> | <u>10.2</u> | <u>20.3</u> | <u>17.2</u> |
| Total Black | 18.4 | 26.8 | 24.0 | 18.2 | 15.3 | 17.0 | 23.6 | 21.9 |
| White | | | | | | | | |
| Males | 19.7 | 23.2 | 18.5 | 22.7 | 14.4 | 16.1 | 17.1 | 18.7 |
| Females | <u>61.2</u> | <u>50.0</u> | <u>56.8</u> | <u>57.6</u> | <u>67.6</u> | <u>66.1</u> | <u>59.3</u> | <u>58.6</u> |
| Total White | 80.9 | 73.1 | 75.3 | 80.3 | 82.0 | 82.2 | 76.4 | 77.3 |
| Indian | | | | | | | | |
| Males | - | - | - | - | 1.8 | - | - | .8 |
| Females | <u>.7</u> | <u>-</u> | <u>.7</u> | <u>1.5</u> | <u>.9</u> | <u>.8</u> | <u>-</u> | <u>-</u> |
| Total Indian | .7 | - | .7 | 1.5 | 2.7 | .8 | - | .8 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | - | - | - | - | - | - | - |
| Total | | | | | | | | |
| Males | 25.6 | 28.2 | 25.4 | 26.5 | 18.9 | 22.9 | 20.4 | 24.2 |
| Females | 74.4% | 71.8% | 74.6% | 73.5% | 81.1% | 77.1% | 79.6% | 75.8% |
| Total Number | 152 | 142 | 146 | 132 | 111 | 118 | 123 | 128 |

**AVERAGE AGE
OF NEWLY EMPLOYED GUIDANCE COUNSELORS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 32.8 | 34.1 | 29.4 | 41.6 | 37.4 | 33.1 | 37.0 | 36.5 |
| Black | | | | | | | | |
| Females | 32.3 | 34.5 | 34.2 | 33.9 | 36.3 | 35.5 | 35.4 | 35.6 |
| White | | | | | | | | |
| Males | 35.0 | 33.6 | 35.4 | 36.1 | 34.2 | 37.5 | 37.7 | 39.1 |
| White | | | | | | | | |
| Females | 34.1 | 34.6 | 34.9 | 35.0 | 35.9 | 37.2 | 36.8 | 36.7 |
| Indian | | | | | | | | |
| Males | 38.1 | 33.1 | - | - | - | 41.1 | - | - |
| Indian | | | | | | | | |
| Females | - | 33.6 | - | - | 31.8 | 44.7 | 38.2 | 37.6 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | 30.8 | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 33.9 | 34.3 | 34.7 | 35.1 | 35.6 | 36.8 | 36.7 | 36.8 |

**AVERAGE YEARS OF EXPERIENCE
OF NEWLY EMPLOYED GUIDANCE COUNSELORS
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 5.0 | 8.5 | 3.8 | 14.7 | 11.2 | 3.0 | 8.1 | 9.3 |
| Black | | | | | | | | |
| Females | 5.5 | 7.5 | 9.8 | 7.7 | 8.0 | 6.8 | 7.3 | 7.1 |
| White | | | | | | | | |
| Males | 7.0 | 5.0 | 9.5 | 8.9 | 6.0 | 7.8 | 8.3 | 8.1 |
| White | | | | | | | | |
| Females | 6.1 | 7.2 | 7.9 | 7.0 | 6.2 | 6.1 | 5.6 | 6.1 |
| Indian | | | | | | | | |
| Males | 12.0 | 5.0 | - | - | - | 18.0 | - | - |
| Indian | | | | | | | | |
| Females | - | 8.0 | - | - | 0.0 | 22.0 | 7.5 | 5.3 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | 0.0 | - |
| Other | | | | | | | | |
| Females | - | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 6.1 | 6.9 | 8.3 | 7.6 | 6.5 | 6.6 | 6.4 | 6.6 |

**RACIAL AND SEXUAL COMPOSITION
OF NEWLY EMPLOYED
GUIDANCE COUNSELORS**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 7.8% | 5.8% | 4.2% | 3.9% | 2.9% | 4.4% | 4.6% | 4.4% |
| Females | <u>16.1</u> | <u>15.9</u> | <u>13.6</u> | <u>18.6</u> | <u>12.9</u> | <u>19.9</u> | <u>16.0</u> | <u>16.2</u> |
| Total Black | 23.9 | 21.7 | 17.8 | 22.5 | 15.8 | 24.3 | 20.6 | 20.5 |
| White | | | | | | | | |
| Males | 18.1 | 19.6 | 19.5 | 10.8 | 17.3 | 18.6 | 13.2 | 12.2 |
| Females | <u>57.5</u> | <u>56.5</u> | <u>62.7</u> | <u>66.7</u> | <u>66.2</u> | <u>55.9</u> | <u>64.8</u> | <u>65.0</u> |
| Total White | 75.6 | 76.1 | 82.2 | 77.5 | 83.5 | 74.5 | 88.0 | 77.2 |
| Indian | | | | | | | | |
| Males | .5 | .7 | - | - | - | .6 | - | - |
| Females | <u>-</u> | <u>1.5</u> | <u>-</u> | <u>-</u> | <u>.7</u> | <u>.6</u> | <u>.9</u> | <u>2.2</u> |
| Total Indian | .5 | 2.2 | - | - | .7 | 1.2 | .9 | 2.2 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | .5 | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | - | - | - | - | - | .5 | - |
| Total | | | | | | | | |
| Males | 26.4 | 26.1 | 23.7 | 14.7 | 20.2 | 23.6 | 18.3 | 16.6 |
| Females | 73.6% | 73.9% | 76.3% | 85.3% | 79.8% | 76.4% | 81.7% | 83.4% |
| Total Number | 193 | 138 | 118 | 102 | 139 | 161 | 219 | 180 |

GUIDANCE COUNSELORS

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPERIENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent* | |
| 0 | 39 | 82.98 | 7 | 14.89 | 1 | 2.13 | 47 |
| 1 | 49 | 74.24 | 15 | 22.73 | 2 | 3.03 | 66 |
| 2 | 28 | 80.00 | 6 | 17.14 | 1 | 2.86 | 35 |
| 3 | 38 | 82.61 | 8 | 17.39 | 0 | 0.00 | 46 |
| 4 | 39 | 78.00 | 10 | 20.60 | 1 | 2.00 | 50 |
| 5 | 34 | 100.00 | 0 | 0.00 | 0 | 0.00 | 34 |
| 6 | 57 | 85.77 | 10 | 14.93 | 0 | 0.00 | 67 |
| 7 | 50 | 78.13 | 14 | 21.88 | 0 | 0.00 | 64 |
| 8 | 51 | 71.83 | 19 | 26.76 | 1 | 1.41 | 71 |
| 9 | 59 | 73.75 | 20 | 25.00 | 1 | 1.25 | 80 |
| 10 | 75 | 83.33 | 15 | 16.67 | 0 | 0.00 | 90 |
| 11 | 81 | 85.26 | 12 | 12.63 | 2 | 2.11 | 95 |
| 12 | 69 | 75.82 | 22 | 24.18 | 0 | 0.00 | 91 |
| 13 | 61 | 78.21 | 16 | 20.51 | 1 | 1.28 | 78 |
| 14 | 70 | 74.47 | 24 | 25.53 | 0 | 0.00 | 94 |
| 15 | 57 | 74.03 | 18 | 23.38 | 2 | 2.60 | 77 |
| 16 | 65 | 74.71 | 22 | 25.29 | 0 | 0.00 | 87 |
| 17 | 74 | 87.06 | 8 | 9.41 | 3 | 3.53 | 85 |
| 18 | 57 | 81.43 | 12 | 17.14 | 1 | 1.43 | 70 |
| 19 | 67 | 89.33 | 8 | 10.67 | 0 | 0.00 | 75 |
| 20 | 52 | 71.23 | 20 | 27.40 | 1 | 1.37 | 73 |
| 21 | 36 | 66.67 | 18 | 33.33 | 0 | 0.00 | 54 |
| 22 | 33 | 62.26 | 17 | 37.08 | 3 | 5.66 | 53 |
| 23 | 30 | 75.00 | 10 | 25.00 | 0 | 0.00 | 40 |
| 24 | 31 | 62.00 | 18 | 36.00 | 1 | 2.00 | 50 |
| 25 | 23 | 58.97 | 16 | 41.03 | 0 | 0.00 | 39 |
| 26 | 31 | 79.49 | 5 | 12.82 | 3 | 7.69 | 39 |
| 27 | 23 | 67.65 | 11 | 32.35 | 0 | 0.00 | 34 |
| 28 | 19 | 59.38 | 13 | 40.63 | 0 | 0.00 | 32 |
| 29 | 18 | 69.23 | | 30.77 | 0 | 0.00 | 26 |
| 30 | 12 | 66.67 | 5 | 27.78 | 1 | 5.56 | 18 |
| 31 | 11 | 73.33 | 4 | 26.67 | 0 | 0.00 | 15 |
| 32 | 8 | 72.73 | 3 | 27.27 | 0 | 0.00 | 11 |
| 33 | 5 | 62.50 | 3 | 37.50 | 0 | 0.00 | 8 |
| 34 | 7 | 70.00 | 2 | 20.00 | 1 | 10.00 | 10 |
| 35 | 3 | 42.86 | 4 | 57.14 | 0 | 0.00 | 7 |
| 36 | 6 | 85.71 | 1 | 14.29 | 0 | 0.00 | 7 |
| 37 | 2 | 22.22 | 7 | 77.78 | 0 | 0.00 | 9 |
| 38 | 1 | 50.00 | 0 | 0.00 | 1 | 50.00 | 2 |
| 39 | 1 | 25.00 | 3 | 75.00 | 0 | 0.00 | 4 |
| 40 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 41 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 42 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 43 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 44 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 45 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 46 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 47 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| GRAND TOTAL | 1473 | 76.12 | 435 | 22.48 | 27 | 1.40 | 1935 |

OTHER CERTIFIED PERSONNEL

OTHER CERTIFIED PERSONNEL

This category of certified personnel includes persons whose primary duty did not fit into one of the other classifications. Persons included in this category comprise less than one-half of one percent of all certified personnel. Certified personnel in this group performed duties such as study hall and lunch room supervision, testing, dropout prevention, athletic trainer and operating a learning lab.

Characteristics of Other Certified Personnel

The average age of this group of certified personnel has remained relatively constant, averaging about 38.4 years. This group's experience level varied slightly from year-to-year, averaging about 10.9 years. Blacks comprised 25.0 percent of this group in 1978-79 and 27.9 percent in 1986-87. Whites made up 75.0 percent of these personnel in 1978-79 and 70.7 percent in 1986-87. The number of Indians in this group was too small to indicate any meaningful trend. Over the nine-year period from 1978-79 to 1986-87, males dropped from 59.4 percent in 1978-79 to 28.2 percent in 1986-87, white females in this group increased from 40.6 percent to 71.3 percent. The percentage of people in this group with advanced degrees increased between 1978-79 and 1984-85. In 1978-79, 46.9 percent of the personnel in this group held an advanced degree beyond the bachelors level. By 1986-87, the percent with an advanced degree had increased to 60.4 percent.

Characteristics of Other Certified Personnel Leaving

The average age of persons leaving from this group varied from year-to-year, averaging 39.8 between 1978-79 and 1985-86. Over the same period, the average experience level of those leaving varied from year-to-year, averaging about 11.2 years. The racial composition of those leaving varied considerably from year-to-year. Over the eight-year period from 1978-79 to 1985-86, Blacks averaged about 24.4 percent of those leaving and Whites averaged approximately 74.0 percent of those who left. Indians and other racial groups made up an average of 1.6 percent of those who left between 1978-79 and 1985-86. The male-female composition of those leaving this group varied significantly from year-to-year. The percentage of males leaving over the eight-year period averaged about 38.8 percent, while the average for females was about 61.2 percent.

Characteristics of Newly Employed Other Certified Personnel

The average age of newly employed personnel in this group was relatively constant, averaging approximately 33.8 years of age. The average experience level of new employees in this group varied from year-to-year, averaging about 5.3 years over the eight-year period from 1979-80 to 1986-87. The racial and male-female composition of new employees in this group varied from year-to-year and did not indicate any trend. Between 1978-79 and 1986-87, an average of 28.2 percent of the new employees were Black, and 69.8 percent were White and about 2 percent were Indians. Between 1979-80 and 1986-87, new employees in this category averaged being 38.2 percent male and 61.8 percent female.

**AVERAGE AGE OF
OTHER CERTIFIED PERSONNEL BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 45.7 | 39.6 | 35.5 | 35.8 | 37.8 | 37.0 | 38.5 | 41.0 | 41.0 |
| Black | | | | | | | | | |
| Females | 46.3 | 39.5 | 36.1 | 39.1 | 40.9 | 39.0 | 41.2 | 40.3 | 39.5 |
| White | | | | | | | | | |
| Males | 38.2 | 35.9 | 35.7 | 36.9 | 35.9 | 37.2 | 37.6 | 40.8 | 40.6 |
| White | | | | | | | | | |
| Females | 37.3 | 37.8 | 36.5 | 37.5 | 39.0 | 39.3 | 39.7 | 39.7 | 39.1 |
| Indian | | | | | | | | | |
| Males | - | 41.4 | 38.2 | 41.0 | - | 43.9 | 43.1 | - | 41.0 |
| Indian | | | | | | | | | |
| Females | - | - | - | - | 34.7 | 35.7 | 39.5 | - | 27.7 |
| Other | | | | | | | | | |
| Males | - | - | - | 38.5 | - | - | - | - | - |
| Other | | | | | | | | | |
| Females | - | 33.5 | 27.3 | 28.3 | 41.2 | - | 38.4 | 38.1 | - |
| Yearly | | | | | | | | | |
| Average | 39.9 | 37.3 | 35.9 | 37.2 | 38.1 | 38.2 | 39.0 | 40.1 | 39.6 |

**AVERAGE YEARS OF EXPERIENCE
OF OTHER CERTIFIED PERSONNEL BY
RACE AND SEX**

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 18.7 | 12.2 | 9.0 | 9.7 | 11.0 | 9.5 | 10.5 | 15.0 | 13.6 |
| Black | | | | | | | | | |
| Females | 17.0 | 11.0 | 10.9 | 13.6 | 14.7 | 12.0 | 13.6 | 13.5 | 11.7 |
| White | | | | | | | | | |
| Males | 12.2 | 9.3 | 10.3 | 10.9 | 10.0 | 9.8 | 10.6 | 13.7 | 12.9 |
| White | | | | | | | | | |
| Females | 8.6 | 9.0 | 8.4 | 9.0 | 10.0 | 9.5 | 10.2 | 12.2 | 10.0 |
| Indian | | | | | | | | | |
| Males | - | 2.7 | 4.0 | 18.0 | - | 22.0 | 16.0 | - | 15.0 |
| Indian | | | | | | | | | |
| Females | - | - | - | - | 9.5 | 9.5 | 11.7 | - | 2.0 |
| Other | | | | | | | | | |
| Males | - | - | - | 14.0 | - | - | - | - | - |
| Other | | | | | | | | | |
| Females | - | 2.0 | 4.0 | 5.0 | 3.0 | - | 4.0 | 8.5 | - |
| Yearly | | | | | | | | | |
| Average | 12.6 | 9.7 | 9.4 | 10.5 | 10.8 | 10.0 | 10.9 | 12.9 | 11.2 |

RACIAL AND SEXUAL COMPOSITION OF OTHER CERTIFIED PERSONNEL

| | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | | |
| Males | 12.5% | 11.8% | 13.0% | 17.6% | 15.2% | 16.6% | 14.5% | 8.0% | 8.2% |
| Females | <u>12.5</u> | <u>17.3</u> | <u>14.4</u> | <u>15.7</u> | <u>14.6</u> | <u>14.0</u> | <u>12.9</u> | <u>17.5</u> | <u>19.7</u> |
| Total Black | 25.0 | 29.1 | 27.4 | 33.3 | 29.8 | 30.6 | 27.4 | 25.5 | 27.9 |
| White | | | | | | | | | |
| Males | 46.9 | 27.0 | 30.7 | 30.5 | 33.2 | 34.1 | 36.7 | 20.4 | 19.4 |
| Females | <u>28.1</u> | <u>42.2</u> | <u>39.8</u> | <u>35.0</u> | <u>36.1</u> | <u>34.4</u> | <u>34.3</u> | <u>52.6</u> | <u>51.3</u> |
| Total White | 75.0 | 69.2 | 70.5 | 65.5 | 69.3 | 68.5 | 71.0 | 73.0 | 70.7 |
| Indian | | | | | | | | | |
| Males | - | 1.3 | 1.7 | .6 | - | .3 | .5 | - | 1.1 |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>.6</u> | <u>.6</u> | <u>.8</u> | <u>-</u> | <u>.3</u> |
| Total Indian | - | 1.3 | .7 | .6 | .6 | .9 | 1.3 | - | 1.4 |
| Other | | | | | | | | | |
| Males | - | - | - | .3 | - | - | - | - | - |
| Females | <u>-</u> | <u>.4</u> | <u>.4</u> | <u>.3</u> | <u>.3</u> | <u>-</u> | <u>.3</u> | <u>1.5</u> | <u>-</u> |
| Total Other | - | .4 | .4 | .6 | .3 | - | .3 | 1.5 | - |
| Total | | | | | | | | | |
| Males | 59.4 | 40.1 | 45.4 | 49.0 | 48.4 | 1.0 | 51.7 | 28.4 | 28.7 |
| Females | 40.6% | 59.9% | 54.6% | 51.0% | 51.6% | 49.0% | 48.3% | 71.6% | 71.3% |
| Total Number | 32 | 237 | 284 | 331 | 316 | 308 | 379 | 137 | 356 |

HIGHEST DEGREE HELD BY OTHER CERTIFIED PERSONNEL

| DEGREE | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Less Than Bachelors | - | - | .4% | .3% | .3% | .6% | .8% | 1.5% | .6% |
| Bachelors | 53.1 | 62.4 | 64.4 | 65.6 | 63.9 | 60.4 | 68.1 | 40.9 | 39.0 |
| Masters | 43.8 | 35.9 | 33.8 | 33.2 | 34.5 | 38.0 | 30.3 | 51.1 | 57.3 |
| Sixth Year | 3.1 | 1.7 | 1.4 | .6 | 1.0 | 1.0 | .8 | 5.8 | 2.8 |
| Doctorate | - | - | - | .3% | .3% | - | - | .7% | .3% |

**AVERAGE AGE
OF OTHER CERTIFIED PERSONNEL LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 43.8 | 46.2 | 58.2 | 34.7 | 49.0 | 35.0 | - | 38.5 |
| Black | | | | | | | | |
| Females | 51.3 | 32.6 | 29.5 | 38.9 | 55.7 | 38.4 | 42.5 | 46.7 |
| White | | | | | | | | |
| Males | 43.8 | 38.5 | 34.0 | 41.1 | 32.4 | 36.4 | 43.7 | 41.5 |
| White | | | | | | | | |
| Females | 26.4 | 39.1 | 34.6 | 33.5 | 38.9 | 42.5 | 50.6 | 39.6 |
| Indian | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | - | 36.4 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | 33.5 | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 41.8 | 39.4 | 35.2 | 36.9 | 38.0 | 39.1 | 47.0 | 40.6 |

**AVERAGE YEARS OF EXPERIENCE
OF OTHER CERTIFIED PERSONNEL LEAVING
BY RACE AND SEX**

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 23.0 | 13.4 | 26.0 | 10.4 | 18.0 | 6.7 | - | 14.4 |
| Black | | | | | | | | |
| Females | 23.0 | 3.0 | 3.0 | 14.4 | 31.5 | 11.9 | 19.0 | 21.0 |
| White | | | | | | | | |
| Males | 20.5 | 8.4 | 6.3 | 11.3 | 7.7 | 9.0 | 7.5 | 14.9 |
| White | | | | | | | | |
| Females | 5.0 | 9.1 | 6.8 | 3.1 | 8.2 | 5.6 | 16.8 | 11.6 |
| Indian | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Indian | | | | | | | | |
| Females | - | - | - | - | - | - | 11.0 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | - | 2.0 | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 18.4 | 10.0 | 7.4 | 8.8 | 9.9 | 8.2 | 14.6 | 13.5 |

RACIAL AND SEXUAL COMPOSITION OF OTHER CERTIFIED PERSONNEL LEAVING

| Leaving After | <u>78/79</u> | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> |
|---------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 20.0% | 13.1% | 6.6% | 17.5% | 7.7% | 10.4% | - | 11.1% |
| Females | <u>20.0</u> | <u>5.3</u> | <u>15.6</u> | <u>17.5</u> | <u>5.1</u> | <u>24.1</u> | <u>10.0</u> | <u>11.1</u> |
| Total Black | 40.0 | 18.4 | 22.2 | 35.0 | 12.8 | 34.5 | 10.0 | 22.2 |
| White | | | | | | | | |
| Males | 40.0 | 23.7 | 28.9 | 30.0 | 38.5 | 27.6 | 20.0 | 15.6 |
| Females | <u>20.0</u> | <u>55.3</u> | <u>48.9</u> | <u>35.0</u> | <u>48.7</u> | <u>37.9</u> | <u>60.0</u> | <u>62.2</u> |
| Total White | 60.0 | 79.0 | 77.8 | 65.0 | 87.2 | 65.5 | 80.0 | 77.8 |
| Indian | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>10.0</u> | <u>-</u> |
| Total Indian | - | - | - | - | - | - | 10.0 | - |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>-</u> | <u>2.6</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | - | 2.6 | - | - | - | - | - | - |
| Total | | | | | | | | |
| Males | 60.0 | 36.8 | 35.5 | 47.5 | 46.2 | 38.0 | 20.0 | 26.7 |
| Females | 40.0% | 63.2% | 64.5% | 52.5% | 53.8% | 62.0% | 80.0% | 73.3% |
| Total | | | | | | | | |
| Number | 5 | 38 | 45 | 40 | 39 | 29 | 10 | 45 |

**AVERAGE AGE
OF OTHER NEWLY EMPLOYED PERSONNEL
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 32.9 | 31.9 | 35.9 | 31.8 | 30.9 | 33.2 | - | 41.4 |
| Black | | | | | | | | |
| Females | 31.7 | 30.4 | 32.9 | 37.6 | 31.3 | 39.9 | 29.1 | 35.6 |
| White | | | | | | | | |
| Males | 33.4 | 29.8 | 38.0 | 31.8 | 30.8 | 31.0 | 25.3 | 39.1 |
| White | | | | | | | | |
| Females | 34.9 | 33.6 | 31.9 | 34.0 | 37.8 | 36.2 | 33.5 | 36.7 |
| Indian | | | | | | | | |
| Males | 48.0 | - | - | - | - | 29.7 | - | 38.4 |
| Indian | | | | | | | | |
| Females | - | - | - | 34.7 | - | 36.5 | - | 37.6 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 33.5 | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 34.0 | 32.1 | 33.9 | 33.7 | 35.2 | 34.4 | 32.1 | 37.0 |

**AVERAGE YEARS OF EXPERIENCE
OF OTHER NEWLY EMPLOYED PERSONNEL
BY RACE AND SEX**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|----------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 5.0 | 3.0 | 7.7 | 5.4 | 3.3 | 5.6 | - | 10.7 |
| Black | | | | | | | | |
| Females | 4.8 | 2.7 | 5.7 | 9.1 | 3.0 | 8.4 | 4.5 | 7.1 |
| White | | | | | | | | |
| Males | 5.9 | 3.2 | 6.2 | 4.9 | 2.2 | 3.5 | 0.0 | 8.1 |
| White | | | | | | | | |
| Females | 6.8 | 4.6 | 4.1 | 5.0 | 4.8 | 4.7 | 5.6 | 6.1 |
| Indian | | | | | | | | |
| Males | 2.0 | - | - | - | - | 0.0 | - | 11.5 |
| Indian | | | | | | | | |
| Females | - | - | - | 9.5 | - | 8.5 | - | 5.3 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Other | | | | | | | | |
| Females | 2.0 | - | - | - | - | - | - | - |
| Yearly | | | | | | | | |
| Average | 5.9 | 3.9 | 5.3 | 5.8 | 3.4 | 4.9 | 5.1 | 7.9 |

**RACIAL AND SEXUAL COMPOSITION
OF OTHER NEWLY EMPLOYED PERSONNEL**

| | <u>79/80</u> | <u>80/81</u> | <u>81/82</u> | <u>82/83</u> | <u>83/84</u> | <u>84/85</u> | <u>85/86</u> | <u>86/87</u> |
|-------------------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| Black | | | | | | | | |
| Males | 8.6% | 17.2% | 13.1% | 10.9% | 17.2% | 12.1% | - | 8.3% |
| Females | <u>17.6</u> | <u>26.6</u> | <u>14.8</u> | <u>15.2</u> | <u>15.6</u> | <u>10.6</u> | <u>21.1</u> | <u>16.7</u> |
| Total Black | 26.2 | 43.8 | 27.9 | 26.1 | 32.8 | 22.7 | 21.1 | 25.0 |
| White | | | | | | | | |
| Males | 24.6 | 51.6 | 21.3 | 26.1 | 34.4 | 33.4 | 5.3 | 15.5 |
| Females | <u>45.6</u> | <u>4.6</u> | <u>50.8</u> | <u>43.5</u> | <u>32.8</u> | <u>39.4</u> | <u>73.6</u> | <u>56.0</u> |
| Total White | 70.2 | 56.2 | 72.1 | 69.6 | 67.2 | 72.8 | 78.9 | 71.5 |
| Indian | | | | | | | | |
| Males | 1.8 | - | - | - | - | 1.5 | - | 2.3 |
| Females | <u>-</u> | <u>-</u> | <u>-</u> | <u>4.3</u> | <u>-</u> | <u>3.0</u> | <u>-</u> | <u>1.2</u> |
| Total Indian | 1.8 | - | - | 4.3 | - | 4.5 | - | 3.5 |
| Other | | | | | | | | |
| Males | - | - | - | - | - | - | - | - |
| Females | <u>1.8</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> | <u>-</u> |
| Total Other | 1.8 | - | - | - | - | - | - | - |
| Total | | | | | | | | |
| Males | 35.0 | 68.8 | 34.4 | 37.0 | 51.6 | 47.0 | 5.3 | 26.1 |
| Females | 65.0% | 31.2% | 65.6% | 63.0% | 48.4% | 53.0% | 94.7% | 73.9% |
| Total Number | 57 | 64 | 61 | 46 | 64 | 66 | 19 | 84 |

OTHER CERTIFIED PERSONNEL

| YEARS OF EXPERIENCE | RACE | | | | | | SUBTOTAL BY EXPERIENCE LEVEL |
|------------------------|--------|----------|--------|----------|--------|-----------|------------------------------------|
| | WHITE | | BLACK | | OTHER | | |
| | Number | Percent* | Number | Percent* | Number | Percent** | |
| 0 | 15 | 83.33 | 3 | 16.67 | 0 | 0.00 | 18 |
| 1 | 17 | 73.91 | 6 | 26.09 | 0 | 0.00 | 23 |
| 2 | 6 | 46.15 | 6 | 46.15 | 1 | 7.69 | 13 |
| 3 | 16 | 84.21 | 3 | 15.79 | 0 | 0.00 | 19 |
| 4 | 15 | 83.33 | 2 | 11.11 | 1 | 5.56 | 18 |
| 5 | 11 | 57.89 | 8 | 42.11 | 0 | 0.00 | 19 |
| 6 | 13 | 72.22 | 5 | 27.78 | 0 | 0.00 | 18 |
| 7 | 8 | 66.67 | 4 | 33.33 | 0 | 0.00 | 12 |
| 8 | 12 | 66.67 | 6 | 33.33 | 0 | 0.00 | 18 |
| 9 | 10 | 66.67 | 5 | 33.33 | 0 | 0.00 | 15 |
| 10 | 8 | 100.00 | 0 | 0.00 | 0 | 0.00 | 8 |
| 11 | 10 | 76.92 | 3 | 23.08 | 0 | 0.00 | 13 |
| 12 | 10 | 59.82 | 6 | 35.25 | 1 | 5.88 | 17 |
| 13 | 12 | 75.00 | 4 | 25.00 | 0 | 0.00 | 16 |
| 14 | 11 | 64.71 | 6 | 35.29 | 0 | 0.00 | 17 |
| 15 | 11 | 60.75 | 5 | 31.25 | 0 | 0.00 | 16 |
| 16 | 5 | 83.33 | 1 | 16.67 | 0 | 0.00 | 6 |
| 17 | 9 | 81.82 | 2 | 18.18 | 0 | 0.00 | 11 |
| 18 | 8 | 72.73 | 3 | 27.27 | 0 | 0.00 | 11 |
| 19 | 8 | 80.00 | 1 | 10.00 | 1 | 10.00 | 10 |
| 20 | 5 | 83.33 | 1 | 16.67 | 0 | 0.00 | 6 |
| 21 | 6 | 85.71 | 1 | 14.29 | 0 | 0.00 | 7 |
| 22 | 4 | 57.14 | 3 | 42.86 | 0 | 0.00 | 7 |
| 23 | 4 | 100.00 | 0 | 0.00 | 0 | 0.00 | 4 |
| 24 | 1 | 33.33 | 2 | 66.67 | 0 | 0.00 | 3 |
| 25 | 7 | 70.00 | 2 | 20.00 | 1 | 10.00 | 10 |
| 26 | 3 | 60.00 | 2 | 40.00 | 0 | 0.00 | 5 |
| 27 | 4 | 57.14 | 3 | 42.86 | 0 | 0.00 | 7 |
| 28 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 29 | 1 | 100.00 | 0 | 0.00 | 0 | 0.00 | 1 |
| 30 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 31 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 32 | 2 | 66.67 | 1 | 33.33 | 0 | 0.00 | 3 |
| 33 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 34 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 35 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 36 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 37 | 0 | 0.00 | 2 | 100.00 | 0 | 0.00 | 2 |
| 38 | 0 | 0.00 | 0 | 0.00 | 0 | 0.00 | 0 |
| 39 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| 40 | 0 | 0.00 | 1 | 100.00 | 0 | 0.00 | 1 |
| GRAND TOTAL | 252 | 70.79 | 99 | 27.81 | 5 | 1.4 | 356 |